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Industry Wage Survey: Basic Iron and Steel, August 1983

U.S. Department of Labor
Bureau of Labor Statistics
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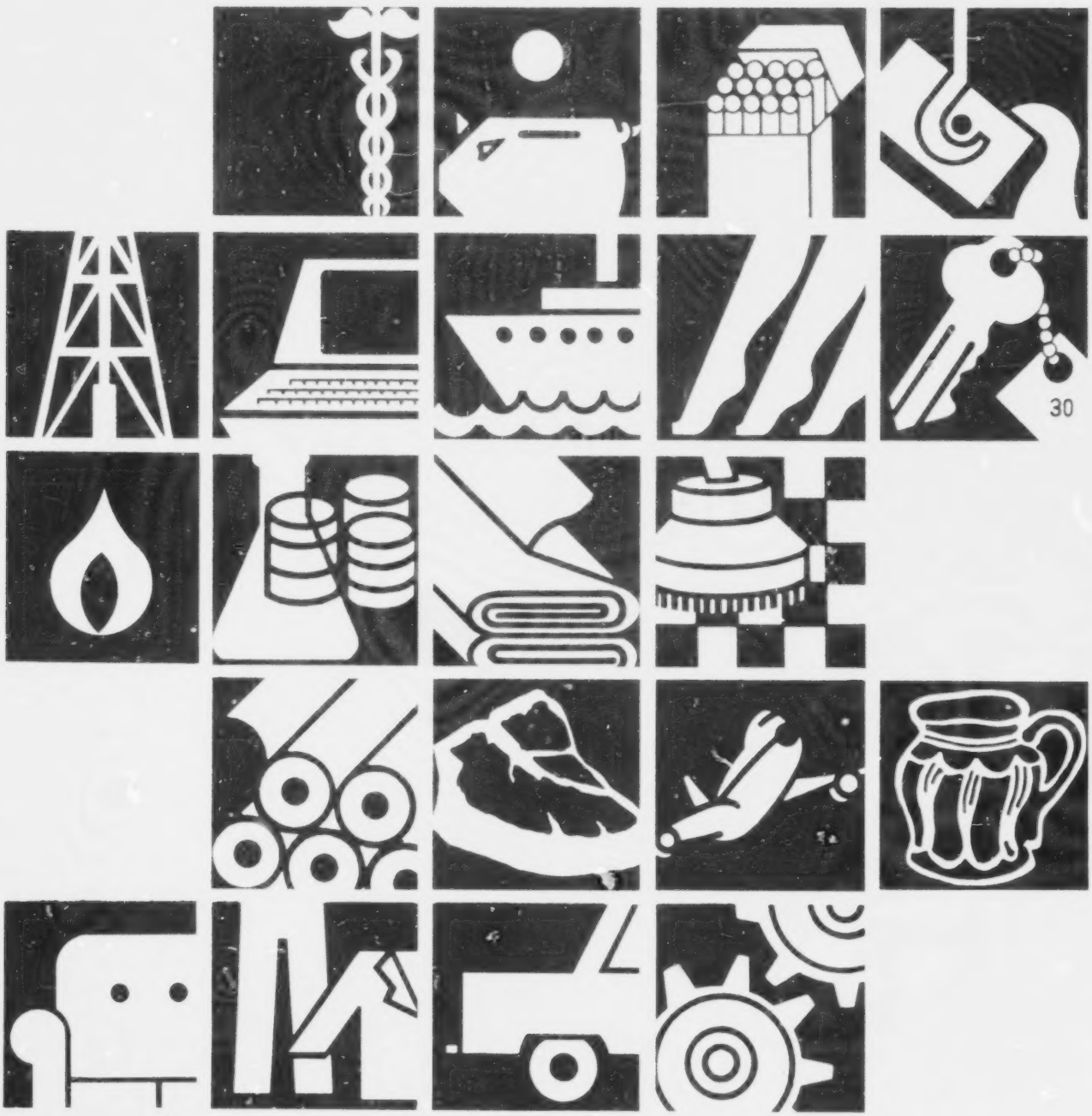

Industry Wage Survey: Basic Iron and Steel, August 1983

U.S. Department of Labor
Raymond J. Donovan, Secretary

Bureau of Labor Statistics
Janet L. Norwood, Commissioner
November 1984

Bulletin 2221

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Preface

This bulletin summarizes the results of an occupational wage survey in basic iron and steel mills in August 1983. A similar survey was conducted in February 1978.

A summary report providing national and regional data was issued in July 1984. Copies of this report are available from the Bureau or any of its regional offices.

The study was conducted in the Bureau's Office of Wages and Industrial Relations. Carl Barsky of the Division of Occupational Pay and Employee Benefit Level's analyzed the survey data and prepared this bulletin. The Bureau's field representatives obtained the data through personal visits to a probability-based sample of establishments within the scope of the survey. Fieldwork was directed by the Bureau's Assistant Regional Commissioners for Operations.

Other reports currently available from the Bureau's program of industry wage studies, as well as the addresses of the Bureau's regional offices, are listed at the end of this bulletin.

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Basic Iron and Steel, August 1983

Earnings and benefits

Straight-time hourly earnings of production and related workers in basic iron and steel manufacturing averaged $11.87 in August 1983. Earnings in the North Central States, where one-half of the 184,078 production workers covered by the survey were employed, averaged $12.03 an hour. Elsewhere, averages were $11.24 in the South, $11.71 in the Northeast, and $13.05 in the West (table 1).[1] However, when pay comparisons were limited to large mills (those with at least 1,000 employees), large companies (with at least 10,000 steel industry employees), or mills operating under labor-management agreements, the average in the South exceeded those in the Northeast and North Central States, usually by about 4 percent.

Wages of production and related workers in basic iron and steel mills rose less than those in other manufacturing industries between August 1983 and February 1978, when a similar study was conducted.[2] Among comparable mills in both studies, average straight-time hourly earnings increased 45 percent from the $8.32 recorded in the earlier period. Between March 1978 and September 1983, wages and salaries in all manufacturing rose 49 percent—and in durable goods manufacturing, the rise was 50 percent—according to the Bureau's Employment Cost Index.

The increase for steelworkers was dampened by negotiated wage and benefit reductions affecting four-fifths of the production and related workers covered by the 1983 survey. For example, the United Steelworkers of America (AFL-CIO) and several major steel firms (employing most of those affected) covered by the study negotiated wage rate decreases of $1.31 per hour, effective March 1, 1983, with the savings to be used for capital investment and unemployment benefits.[3]

Other factors have also slowed the pace of steel workers' earnings. Employment, for example, has been shifting to smaller mills (minimills); many of these are located in the South and pay lower rates than the major producers. Declining steel production has been another factor, in that incentive workers (about four-fifths of the industry's production workers) had less opportunity to earn incentive bonuses.

Nevertheless, the steel industry remained one of the highest paying industries in August 1983. When ranked by gross average earnings of production workers, it tied for fifth place among the 123 manufacturing industry groups for which the Bureau publishes data monthly.[4]

About one-half of the production workers covered by the 1983 survey were in mills using a collectively bargained, common job evaluation and pay system. Basically, this consists of 34 job classes (labor grades), a minimum hourly rate of $9.495 for job classes 1 and 2, and the same increment—14.7 cents per hour—between classes 2 through 34.[5] Pay under these common job evaluation systems ranged from slightly over $9 to $16 or more and averaged $12.13 an hour. Pay in the other steelmaking establishments averaged $11.62, reflecting earnings that ranged from less than $6 to over $16 (table 2).

[1]Earnings data in this report exclude premium pay for overtime and for work on weekends, holidays, and late shifts. See appendix B for the scope and method of the survey, including a description of how average earnings were computed and the definitions of the regions. (See footnote 1, table B-1.) Job descriptions used in classifying the workers are presented in appendix C.

[2]See *Industry Wage Survey: Basic Iron and Steel, 1978-79*, BLS Bulletin 2064 (1980). Unlike the current survey, which covered mills with 100 workers or more, the 1978 survey was limited to mills with 250 workers or more. To measure the change in earnings between the two surveys, only data from mills having at least 250 workers in 1983 were compared with the results from the earlier survey. (The 1983 average for all mills was $11.87 compared with $12.06 for mills with 250 workers or more.)

[3]This reduction included a 6-cent-per-hour rollback of a February 1983 cost-of-living adjustment. In addition, cost-of-living adjustments were suspended until at least August 1984; a paid holiday was dropped beginning in 1983; and vacation and other benefits were reduced by the end of 1983. In return, the steel firms agreed to invest the savings in mill improvements and in the Supplemental Unemployment Benefit Fund. For details, see *Current Wage Developments, March 1983*.

[4]See *Employment and Earnings, November 1983*, Vol. 30, No. 11 (Bureau of Labor Statistics, 1983).

[5]About one-sixth of the production workers were in mills using the common job evaluation system but did not use the $9.495 minimum or the 14.7-cent increment between job classes. Under the common job evaluation system, all job categories are assigned point values based on such factors as experience, skill, responsibility, effort and working conditions. These point values, in turn, are related to 1 of 34 labor grades.

Averages were heavily influenced by incentive pay. Under the common job evaluation and pay system, incentive workers accounted for nine-tenths of the employees and averaged 15 percent more than timeworkers ($12.30 and $10.70). Under the other pay systems in the industry, the proportion of incentive workers was two-thirds and the average pay advantage over timeworkers was 33 percent ($12.65 and $9.48).

Separate earnings data were developed for 62 occupations, accounting for slightly more than one-third of the production workers in the study. These occupational classifications were based on job descriptions used under the common job evaluation system and, for purposes of the survey, were divided into two groups: The first was limited to job incumbents in selected mill departments; the second included all job incumbents regardless of the department in which they were employed. The former group consisted mainly of production jobs, while the latter included mostly maintenance and other indirect labor categories.

Among workers in the first group, average hourly earnings ranged from $15.45 for continuous billet or slab casters in continuous casting mills to $8.81 for cut-off machine operators in tube finishing mills, one of the most populous occupations (table 3). Other numerically important occupations and their averages included: First helpers in electric furnaces ($14.60), keeper helpers in blast furnaces ($11.91), and wire drawers in rod and wire mills ($10.37).

Among the occupations including workers from all departments, pay levels ranged from $13.56 for bricklayers to $9.50 for laborers, one of the numerically important occupations. The other most populous occupations in this group were motor inspectors ($12.92) and millwrights ($12.72).

Table 4 presents occupational pay averages by company size. Hourly averages were generally higher in mills operated by companies with at least 10,000 employees in the basic steel industry than in companies with fewer steel workers. Pay advantages for workers in these larger firms, however, were typically less than 10 percent nationwide.

Incentive workers, accounting for a majority of the incumbents in all but six of the surveyed jobs (continuous billet or slab caster, cut-off machine operator, janitor, laborer, straightener, and wire drawer), almost always averaged more than timeworkers in the same job class. For the 30 occupational classifications permitting comparisons, the hourly wage advantage for incentive workers typically averaged between 10 and 40 percent—similar to the spread noted in 1978.

Establishments under the common job evaluation and pay system divide their incentive jobs into three categories: Direct incentive, indirect incentive, and secondary indirect incentive. These categories indicate the extent to which a worker, alone or as part of a crew, can control the rate of output or use of equipment. Straight-time pay for incentive workers is computed by applying a percentage, usually based on a group production bonus, to the "incentive calculation rate" before combining with an "hourly additive." In each job class, the sum of the incentive calculation rate and hourly additive equals the basic wage scale. (See appendix A.)

Average incentive earnings in each mill under the common job evaluation and pay system were compared, by job class, with these basic wage scales. As shown in table 5, nearly three-fifths of the job class averages for workers limited to specific departments were at least 15 percent above the basic wage scales. These workers were, for the most part, considered to be on direct or indirect incentives. On the other hand, averages for incentive workers studied regardless of department (and for the most part on secondary indirect incentives) failed to reach 15 percent above the basic wage scale in four-fifths of the observations.

These patterns reflect, to some degree, guides in major collective bargaining agreements of the industry that call for incentive plans providing opportunities to earn 35 percent above the incentive calculation rate for direct incentive jobs, 23 percent above for indirect incentive jobs, and 12 percent for secondary indirect incentives. The guides, however, allow wide variation in incentive earnings, with some below and some above the earnings opportunity standard. The ratio of earnings opportunities to the basic wage scales, of course, would be lower than these guides.

At the time of the survey, 40-hour weekly work schedules were in effect for 95 percent of the production employees (table 6). Virtually all production workers were in mills with provisions for late shifts (table 7); slightly over one-fourth of the workers were employed on second shifts, and one-fifth, on third shifts (table 8). Pay differentials were typically 30 cents an hour over day-shift rates for second shifts and 45 cents for third shifts. Nearly one-half of the workers were assigned to rotating shifts, where day, evening, and night tours are variously worked; most of these workers staffed facilities that must be in continuous operation, such as blast and basic oxygen furnaces. A large majority of the remaining workers were assigned to fixed day shifts.

Virtually all production workers were in mills providing paid holidays and vacations, and paying the entire cost of life insurance, health benefits, and retirement pension plans (tables 9-11). Seven-eighths of the workers in mills under the common job evaluation and pay system received 10 paid holidays; in other mills, a large majority was provided 10 or 11 days annually.

At the time of the survey, vacation schedules for workers under the common job evaluation and pay system usually were 1 week after 1 year of service, 2 weeks

after 10 years, 3 weeks after 20 years, and 4 weeks after 25 years. In other mills, provisions were generally 1 week after 1 year, 2 weeks after 3 years, 3 weeks or more after 10 years, 4 weeks or more after 20 years, and 5 weeks or more after 25 years. The March 1, 1983, agreement between the United Steelworkers of America and several major steel firms dropped one holiday for 1983 (United Nations Day) and 1 week of regular vacation pay for employees eligible for at least 2 weeks of annual vacation in 1983. This week of vacation, however, was restored in 1984.

In addition to basic vacations, three-fourths of the workers were covered, through 1983, by extended vacation plans. (Most of these plans were eliminated by the March 1 agreement.) With few exceptions, extended vacation plans were as follows: Workers were divided into two groups based on seniority. Workers in the senior group received additional vacation pay every 5 years to bring their total to 13 weeks that year. Workers in the junior group received 3 additional weeks every 5 years, bringing their total to between 4 and 8 weeks, depending on length of service. Vacation bonuses—also eliminated after 1983—applied to four-fifths of the workers at the time of the survey (table 12). These bonuses generally provided payments to workers in addition to their regular vacation pay and were usually greater for workers scheduling time off during unpopular vacation periods.

Funeral leave, jury-duty leave, technological severance pay, cost-of-living adjustments, supplemental unemployment benefits, and earnings protection plans also applied to large majorities of the production workers. Seven-tenths were covered by a cost-of-living arrangement described in the March 1983 agreement. It provided a 1-cent-per-hour raise for each 0.3-point change in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) after the index reaches a specified level. The workers, however, did not receive an adjustment on August 1, 1984—the first scheduled adjustment date under this provision—because the CPI-W did not increase by the required amount.

Industry characteristics

Establishments within the scope of the survey employed 184,078 production workers in August 1983. One-half were located in the North Central States, one-fourth in the Northeast, and nearly one-fifth in the South. The remaining 6 percent were in the West.

More than nine-tenths of the production workers were in metropolitan areas, and in establishments operating under union contracts. Most of these contracts were with the United Steelworkers of America (AFL-CIO). The largest concentration of nonunion and nonmetropolitan employment was in the South, where one-fifth of the workers were in nonmetropolitan areas, and three-tenths were in nonunion mills.

Among mills comparable to the 1978 survey (those with at least 250 employees), employment declined nearly 50 percent over the 5 1/2-year period. This sharp decrease occurred primarily in mills under the common job evaluation and pay system, where employment fell by just over three-fifths compared with one-fourth in other mills. In addition to the industry's loss of employment, there was an apparent movement toward smaller mills, and to a lesser extent, toward nonunion mills in nonmetropolitan areas.

The drop in steel industry employment was traceable largely to two major trends. First, there was a decline in domestic consumption of steel due to the substitution of lighter materials, such as aluminum and plastic, by the industry's major customers and to economic conditions. Second, imports, especially from Japan and Western Europe, took an increasing share of the domestic steel market: 22 percent in 1983 compared with 18 percent in 1978.

Another factor has been the emergence of smaller, more specialized steel plants, known in the industry as minimills. While conventional steel plants frequently employ more than 10,000 workers, minimills often employ fewer than 1,000.

Some minimills, like larger steel plants, are essentially integrated operations; that is, they operate coke plants, blast furnaces, steel furnaces, and rolling and finishing mills. Instead of beginning the process with iron ore, however, they typically use scrap steel as a raw input. This scrap is heated in electric arc furnaces, producing molten steel, which is cast and rendered into various structural shapes. Other minimills specialize in one or more aspects of the process, such as rolling or finishing various products from steel. Minimills are less likely to be unionized, to be located in the major steel producing areas, or to pay the wages associated with the common job evaluation and pay system.

In August 1983, slightly more than one-half of the production workers covered by the survey were employed by firms with at least 10,000 employees in the steel industry. About one-fourth were in firms with between 1,000 and 10,000 employees, and the remaining one-fifth, in firms with fewer than 1,000. Most of the latter firms operated only one mill in the industry.

Table 1. Average hourly earnings: By selected characteristics

(Number of production and related workers and average straight-time hourly earnings[1] by selected characteristics, basic iron and steel establishments, United States and regions,[2] August 1983)

Characteristic	United States		Northeast		South		North Central		West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers	184,078	$11.87	48,388	$11.71	32,265	$11.24	92,848	$12.03	10,577	$13.05
Size of community:										
Metropolitan areas[3]	171,637	11.96	41,876	11.88	26,336	11.36	92,848	12.03	10,577	13.05
Nonmetropolitan areas	12,441	10.65	6,512	10.61	5,929	10.68	-	-	-	-
Size of establishment:										
100-999 employees	46,746	10.37	14,705	10.85	15,851	9.71	13,104	10.59	-	-
1,000-2,499 employees	29,225	12.26	14,941	12.00	-	-	12,136	12.54	-	-
2,500 employees or more	108,107	12.41	18,742	12.17	15,370	12.74	67,608	12.22	-	-
Size of company:										
100-9,999 steel industry employees	82,131	11.36	24,505	11.51	14,786	9.51	35,504	11.66	7,336	$13.12
10,000 or more steel industry employees	101,947	12.28	23,883	11.92	17,479	12.70	57,344	12.26	-	-
Job and pay system:										
Common job and pay system[4]	90,286	12.13	31,557	11.86	-	-	45,491	12.33	-	-
Not under common job and pay system	93,792	11.62	16,831	11.44	22,268	10.98	47,357	11.75	7,336	13.12
Labor-management contract coverage:										
Establishments with—										
Majority of workers covered	169,010	12.06	47,034	11.64	23,084	12.13	89,623	12.10	9,269	13.54
None or minority of workers covered	15,068	9.75	-	-	9,181	8.99	3,225	10.15	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] For definition of regions, see footnote 1, table B-1, appendix B.

[3] Standard Metropolitan Statistical Areas as defined by the U.S. Department of Commerce through October 1979.

[4] Includes mills under common job evaluation and pay systems, that is, with the same $9.495 minimum hourly wage and 14.7 cents-per-hour increment between job classes.

NOTE: Dashes indicate that no data were reported or that data do not meet publication criteria.

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Table 2. Earnings distribution: All production workers

(Percent distribution of production and related workers in basic iron and steel establishments by straight-time hourly earnings,[1] by type of pay system and method of wage payment, United States and regions,[2] August 1983)

Hourly earnings	United States									Northeast								
	All establishments			Establishments under common job and pay systems[3]			Establishments not under common job and pay systems			All establishments			Establishments under common job and pay systems[3]			Establishments not under common job and pay systems		
	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers
Number of workers	184,078	40,366	143,712	90,286	9,690	80,596	93,792	30,676	63,116	48,388	9,196	39,192	31,557	4,343	27,214	16,831	4,853	11,978
Average hourly earnings	$11.87	$9.78	$12.46	$12.13	$10.70	$12.30	$11.62	$9.48	$12.65	$11.71	$9.61	$12.21	$11.86	$10.75	$12.04	$11.44	$9.58	$12.59
Median	11.85	10.02	12.30	12.03	10.48	12.21	11.61	9.63	12.44	11.65	10.04	12.02	11.68	10.62	11.86	11.53	8.30	12.30
Middle 50 percent:																		
First quartile	10.74	8.51	11.33	11.12	9.79	11.33	10.26	8.20	11.34	10.72	8.30	11.15	10.92	10.08	11.11	10.25	7.17	11.27
Third quartile	13.02	10.89	13.33	12.96	11.40	13.05	13.17	10.85	13.70	12.65	10.77	12.93	12.57	11.55	12.69	12.99	10.25	13.72
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under $6.00	.8	3.4	.1	–	–	–	1.6	4.5	.1	.5	2.6	–	–	–	–	1.4	4.9	–
$6.00 and under $6.20	.3	1.1	(*)	–	–	–	.5	1.4	.1	.4	2.0	–	–	–	–	1.1	3.9	–
$6.20 and under $6.40	.2	.9	(*)	–	–	–	.4	1.2	(*)	.2	.9	–	–	–	–	.5	1.7	–
$6.40 and under $6.60	.3	1.0	(*)	–	–	–	.5	1.4	.1	.2	1.2	–	–	–	–	.7	2.3	–
$6.60 and under $6.80	.2	.9	(*)	–	–	–	.4	1.1	(*)	.5	2.6	–	–	–	–	1.4	4.9	–
$6.80 and under $7.00	.2	.7	(*)	–	–	–	.3	1.0	(*)	.3	1.7	–	–	–	–	.9	3.2	–
$7.00 and under $7.20	.5	2.2	(*)	–	–	–	1.0	2.8	.1	.5	2.8	–	–	–	–	1.4	5.0	–
$7.20 and under $7.40	.3	1.1	(*)	–	–	–	.5	1.4	.1	.1	.8	–	–	–	–	.4	1.4	–
$7.40 and under $7.60	.3	1.3	(*)	–	–	–	.6	1.7	.1	.2	1.0	–	–	–	–	.5	1.9	–
$7.60 and under $7.80	.4	1.7	(*)	–	–	–	.8	2.2	.1	.7	3.5	–	–	–	–	1.9	6.6	–
$7.80 and under $8.00	.4	1.4	.1	–	–	–	.7	1.9	.1	.4	2.1	–	–	–	–	1.1	4.0	–
$8.00 and under $8.20	.4	1.5	(*)	–	–	–	.7	2.0	.1	.1	.3	(*)	–	–	–	.2	.5	(*)
$8.20 and under $8.40	1.2	5.1	.1	–	–	–	2.3	6.7	.2	1.2	6.4	–	–	–	–	3.5	12.2	–
$8.40 and under $8.60	.9	3.7	.1	–	–	–	1.7	4.9	.2	.1	.6	–	–	–	–	.3	1.2	–
$8.60 and under $8.80	.4	1.7	.1	–	–	–	.9	2.3	.2	–	–	–	–	–	–	–	–	–
$8.80 and under $9.00	.7	2.4	.2	–	–	–	1.3	3.1	.4	.5	2.4	–	–	–	–	1.3	4.6	–
$9.00 and under $9.20	.8	2.5	.3	–	–	–	1.5	3.3	.7	.6	3.3	(*)	–	–	–	1.9	6.2	.1
$9.20 and under $9.40	.6	1.3	.3	(*)	–	(*)	1.1	1.7	.8	.4	1.2	.2	–	–	–	1.0	2.3	.5
$9.40 and under $9.60	2.5	8.4	.8	2.8	19.2	.8	2.1	5.0	.7	1.9	8.2	.4	2.4	14.1	.5	1.0	2.8	.3
$9.60 and under $9.80	1.5	4.5	.6	1.6	8.8	.7	1.4	3.2	.5	1.2	3.5	.6	1.3	5.3	.7	1.0	1.9	.6
$9.80 and under $10.00	1.5	2.9	1.1	1.5	4.1	1.2	1.5	2.6	.9	1.4	2.8	1.1	1.7	4.2	1.3	1.0	1.5	.8
$10.00 and under $10.20	1.8	2.8	1.6	2.1	5.1	1.7	1.7	2.0	1.5	2.3	3.4	2.1	3.0	5.9	2.5	1.1	1.1	1.1
$10.20 and under $10.40	3.9	9.3	2.3	3.4	9.9	2.6	4.3	9.2	1.9	4.3	11.4	2.6	4.3	12.4	3.0	4.2	10.4	1.7
$10.40 and under $10.60	2.9	4.0	2.5	3.1	7.4	2.6	2.7	3.0	2.5	4.5	5.6	4.2	4.4	7.2	3.9	4.7	4.1	4.9
$10.60 and under $10.80	3.7	5.2	3.3	3.7	7.4	3.2	3.8	4.4	3.5	4.9	5.8	4.7	5.3	8.6	4.8	4.1	3.2	4.5
$10.80 and under $11.00	4.3	6.4	3.7	4.3	5.5	4.2	4.2	6.7	3.0	4.9	5.0	4.9	5.7	7.1	5.5	3.3	3.1	3.4
$11.00 and under $11.20	4.1	4.1	4.1	4.4	3.8	4.5	3.8	4.2	3.6	4.8	2.6	5.3	5.6	3.6	5.9	3.2	1.7	3.8
$11.20 and under $11.40	4.5	2.2	5.1	5.2	3.8	5.4	3.8	1.7	4.8	5.5	2.3	6.2	5.7	4.2	5.9	5.2	.6	7.0
$11.40 and under $11.60	4.8	2.2	5.5	6.0	3.2	6.3	3.6	1.9	4.5	5.9	2.5	6.7	7.5	4.2	8.0	2.0	.9	3.6
$11.60 and under $11.80	4.4	2.7	4.9	5.7	6.5	5.6	3.1	1.5	4.0	5.0	4.7	5.1	6.5	9.7	6.0	2.3	.2	3.2
$11.80 and under $12.00	4.7	2.6	5.2	5.7	5.2	5.7	3.7	1.8	4.6	5.1	4.0	5.3	6.4	8.4	6.1	2.6	.1	3.6

See footnotes at end of table.

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Table 2. Earnings distribution: All production workers—Continued

(Percent distribution of production and related workers in basic iron and steel establishments by straight-time hourly earnings,[1] by type of pay system and method of wage payment, United States and regions,[2] August 1983)

Hourly earnings	United States									Northeast								
	All establishments			Establishments under common job and pay systems[3]			Establishments not under common job and pay systems			All establishments			Establishments under common job and pay systems[3]			Establishments not under common job and pay systems		
	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers
$12.00 and under $12.40	8.9	3.4	10.5	10.4	3.3	11.2	7.6	3.4	9.6	10.3	1.5	12.4	10.7	1.6	12.2	9.4	1.3	12.7
$12.40 and under $12.80	8.9	.8	11.2	11.8	2.7	12.9	6.1	.2	9.0	8.3	.3	10.2	9.2	.6	10.6	6.6	-	9.2
$12.80 and under $13.20	6.8	1.6	8.3	8.4	1.4	9.3	5.3	1.6	7.0	6.2	.6	7.6	6.8	1.0	7.7	5.2	.3	7.2
$13.20 and under $13.60	5.6	.9	7.0	6.0	1.1	6.6	5.3	.9	7.5	3.6	.3	4.3	3.8	.7	4.3	3.1	-	4.3
$13.60 and under $14.00	4.3	.7	5.3	4.4	.3	4.9	4.2	.8	5.6	3.6	.3	4.4	2.9	.6	3.3	4.9	-	7.0
$14.00 and under $14.40	2.8	.4	3.4	3.4	.7	3.7	2.2	.3	3.1	2.6	.1	3.2	2.1	.1	2.4	3.5	-	4.9
$14.40 and under $14.80	2.4	.2	3.0	1.7	.4	1.8	3.1	.2	4.5	2.0	.1	2.5	1.2	.3	1.3	3.7	-	5.2
$14.80 and under $15.20	1.7	.2	2.2	1.6	.1	1.7	1.9	.3	2.7	1.5	(*)	1.9	1.2	(*)	1.3	2.3	-	3.2
$15.20 and under $15.60	1.9	(*)	2.4	.6	(*)	.9	2.9	-	4.4	1.1	(*)	1.4	.8	(*)	.9	1.7	-	2.4
$15.60 and under $16.00	1.1	.3	1.4	.6	(*)	.7	1.7	.4	2.3	.7	(*)	.8	.4	(*)	.5	1.1	-	1.5
$16.00 and over	2.4	.1	3.0	1.6	.1	1.7	3.2	.1	4.7	1.6	(*)	2.0	1.2	(*)	1.4	2.3	-	3.2

See footnotes at end of table.

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Table 2. Earnings distribution: All production workers—Continued

(Percent distribution of production and related workers in basic iron and steel establishments by straight-time hourly earnings,[1] by type of pay system and method of wage payment, United States and regions,[2] August 1983)

Hourly earnings	South			North Central									West		
	All establishments			All establishments			Establishments under common job and pay systems[3]			Establishments not under common job and pay systems			All establishments		
	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers
Number of workers	32,265	12,181	20,084	92,848	15,845	77,003	45,491	4,096	41,395	47,357	11,749	35,608	10,577	3,144	7,433
Average hourly earnings	$11.24	$8.72	$12.77	$12.03	$10.55	$12.34	$12.33	$10.82	$12.48	$11.75	$10.46	$12.17	$13.05	$10.47	$14.15
Median	11.44	8.51	12.75	11.97	10.48	12.27	12.34	10.52	12.44	11.63	10.48	12.03	13.44	10.50	14.44
Middle 50 percent:															
First quartile	9.00	7.55	11.50	10.89	9.59	11.32	11.32	9.74	11.52	10.70	9.50	11.14	11.34	9.85	12.95
Third quartile	13.12	9.85	13.79	12.98	11.22	13.19	13.19	11.63	13.25	12.68	11.14	13.01	15.24	11.36	15.44
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under $6.00	3.2	7.9	.4	(*)	–	(*)	–	–	–	(*)	–	(*)	1.8	6.0	–
$6.00 and under $6.20	.9	2.0	.3	–	–	–	–	–	–	–	–	–	.1	.4	–
$6.20 and under $6.40	.9	2.1	.1	–	–	–	–	–	–	–	–	–	.2	.8	–
$6.40 and under $6.60	1.0	2.2	.2	(*)	.2	(*)	–	–	–	.1	.2	(*)	.1	.3	–
$6.60 and under $6.80	.3	.8	.1	–	–	–	–	–	–	–	–	–	.1	.3	–
$6.80 and under $7.00	.4	.8	.1	–	–	–	–	–	–	–	–	–	.4	1.3	–
$7.00 and under $7.20	1.7	4.2	.2	.1	.6	–	–	–	–	.2	.8	–	.2	.8	–
$7.20 and under $7.40	1.0	2.1	.3	.1	.6	–	–	–	–	.2	.9	–	(*)	.1	–
$7.40 and under $7.60	1.2	3.0	.2	(*)	.3	–	–	–	–	.1	.4	–	.2	.5	–
$7.60 and under $7.80	1.2	2.8	.2	(*)	.2	–	–	–	–	.1	.2	–	(*)	.1	–
$7.80 and under $8.00	1.1	2.3	.4	.1	.6	–	–	–	–	.2	.8	–	.1	.3	–
$8.00 and under $8.20	1.2	2.8	.2	.3	1.4	(*)	–	–	–	.5	1.9	(*)	.2	.5	–
$8.20 and under $8.40	3.8	9.8	.2	.4	1.7	.1	–	–	–	.7	2.4	.2	(*)	.1	–
$8.40 and under $8.60	3.9	10.1	.1	.3	1.2	.1	–	–	–	.6	1.6	.3	.2	.6	–
$8.60 and under $8.80	.9	2.1	.1	.5	2.4	.1	–	–	–	.9	3.2	.2	.7	2.3	–
$8.80 and under $9.00	2.2	5.6	.2	.3	.3	.3	–	–	–	.5	.3	.6	.2	.5	–
$9.00 and under $9.20	.6	1.5	.1	1.0	3.0	.5	–	–	–	1.9	4.1	1.2	.3	1.1	–
$9.20 and under $9.40	1.0	2.4	.1	.5	.6	.5	(*)	–	(*)	1.1	.8	1.2	.3	1.2	–
$9.40 and under $9.60	1.9	4.4	.4	3.1	12.7	1.1	3.0	20.7	1.2	3.2	9.9	1.0	1.0	3.3	(*)
$9.60 and under $9.80	2.0	4.6	.4	1.5	5.1	.8	1.7	10.2	.8	1.3	3.3	.7	1.4	4.6	(*)
$9.80 and under $10.00	1.4	2.7	.6	1.5	2.5	1.3	1.5	2.6	1.4	1.5	2.5	1.2	2.0	6.6	.1
$10.00 and under $10.20	1.3	1.8	.9	1.7	2.2	1.7	1.6	4.8	1.3	1.8	1.3	2.0	2.4	7.8	.1
$10.20 and under $10.40	2.3	4.2	1.2	4.3	12.2	2.7	3.0	5.7	2.7	5.6	14.4	2.6	2.8	9.1	.1
$10.40 and under $10.60	1.7	2.4	1.3	2.6	4.2	2.2	2.5	7.3	2.0	2.6	3.0	2.5	1.8	5.3	.3
$10.60 and under $10.80	2.3	2.2	2.4	3.8	6.9	3.2	2.7	7.1	2.2	4.9	6.8	4.3	2.2	6.0	.5
$10.80 and under $11.00	3.0	2.8	3.2	4.6	9.8	3.5	3.3	4.8	3.2	5.8	11.6	3.8	2.4	7.2	.4
$11.00 and under $11.20	3.2	2.5	3.6	4.4	6.3	4.0	3.5	4.8	3.3	5.2	6.8	4.7	1.9	3.7	1.1
$11.20 and under $11.40	3.7	.7	5.5	4.5	2.7	4.8	4.4	4.3	4.5	4.5	2.2	5.2	2.7	5.0	1.8
$11.40 and under $11.60	2.7	.6	3.9	5.3	3.4	5.6	5.0	2.7	5.2	5.5	3.7	6.1	2.0	1.3	2.3
$11.60 and under $11.80	3.1	1.7	4.0	4.7	2.2	5.2	5.1	4.3	5.2	4.3	1.4	5.3	2.3	3.0	2.0
$11.80 and under $12.00	3.2	.9	4.6	5.1	3.4	5.4	4.9	2.9	5.1	5.2	3.6	5.8	3.8	1.2	4.9
$12.00 and under $12.40	4.8	1.0	7.1	10.2	6.5	11.0	10.0	6.0	10.4	10.4	6.7	11.7	4.2	2.0	5.2
$12.40 and under $12.80	5.6	.3	8.6	11.1	1.6	13.0	14.0	5.5	14.9	8.2	.2	10.8	2.7	.6	3.5

See footnotes at end of table.

Table 2. Earnings distribution: All production workers—Continued

(Percent distribution of production and related workers in basic iron and steel establishments by straight-time hourly earnings,[1] by type of pay system and method of wage payment, United States and regions,[2] August 1983)

Hourly earnings	South			North Central									West		
	All establishments			All establishments			Establishments under common job and pay systems[3]			Establishments not under common job and pay systems			All establishments		
	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers
$12.80 and under $13.20	7.7	1.4	11.6	7.0	2.1	8.1	9.3	2.1	10.0	4.9	2.1	5.8	4.8	2.7	5.8
$13.20 and under $13.60	6.0	.5	9.3	6.3	1.1	7.4	6.8	1.6	7.3	5.8	.9	7.4	8.5	3.7	10.6
$13.60 and under $14.00	3.4	.1	5.4	4.7	.2	5.6	5.3	.1	5.8	4.1	.2	5.4	6.3	7.0	6.1
$14.00 and under $14.40	2.0	.2	3.1	3.2	.5	3.7	4.7	1.5	5.0	1.8	.1	2.3	2.6	1.7	2.9
$14.40 and under $14.80	4.2	–	6.8	1.4	.3	1.7	2.3	.6	2.4	.6	.1	.8	6.9	1.1	9.4
$14.80 and under $15.20	2.8	.6	4.1	1.2	.1	1.4	1.9	.1	2.1	.5	(4)	.6	4.1	.2	5.7
$15.20 and under $15.60	1.0	–	1.5	.9	(4)	1.1	.9	(4)	1.0	.9	–	1.2	17.0	(4)	24.1
$15.60 and under $16.00	.5	–	.8	1.0	.8	1.1	.8	(4)	.8	1.3	1.0	1.4	6.2	–	8.8
$16.00 and over	3.6	–	5.7	2.3	.3	2.8	1.9	.2	2.1	2.8	.4	3.5	3.0	–	4.2

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. See appendix B for methods used to compute medians and middle ranges.

[2] For definitions of regions, see footnote 1, table B-1, appendix B.

[3] Includes mills under common job evaluation and pay system, that is, with the same $9.495 minimum hourly wage and the same 14.7 cents-per-hour increment between job classes.

[4] Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data. Data by type of pay system did not meet publication criteria in the South and West.

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Table 3. Occupational average earnings: By method of wage payment

(Number of workers and average straight-time hourly earnings[1] in selected occupations in basic iron and steel establishments, United States and regions,[2] August 1983)

Department, occupation, pay system, and job class[3]	United States				Northeast				South				North Central				West			
	All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
SELECTED DEPARTMENTS[4]																				
Coke works and byproducts																				
Door-machine operators	195	$11.87	181	$11.89	36	$11.85	36	$11.85	-	-	-	-	128	$11.76	114	$11.79	-	-	-	-
Under common job and pay system	133	12.04	133	12.04	36	11.85	36	11.85	-	-	-	-	72	11.98	72	11.98	-	-	-	-
Job class 11	124	12.10	124	12.10	27	12.04	27	12.04	-	-	-	-	72	11.98	72	11.98	-	-	-	-
Not under common job and pay system	62	11.49	48	11.49	-	-	-	-	-	-	-	-	56	11.48	42	11.46	-	-	-	-
Heaters	288	12.47	241	12.81	91	11.93	58	13.07	-	-	-	-	156	12.57	142	12.58	-	-	-	-
Under common job and pay system	172	13.01	151	13.17	74	12.81	57	13.10	-	-	-	-	63	13.09	59	13.17	-	-	-	-
Job class 18	129	12.83	108	13.02	61	12.67	44	12.99	-	-	-	-	55	13.01	51	13.11	-	-	-	-
Not under common job and pay system	116	11.67	90	12.22	-	-	-	-	-	-	-	-	93	12.23	83	12.17	-	-	-	-
Larrymen	178	11.89	174	11.90	46	12.08	46	12.08	-	-	-	-	103	11.71	99	11.72	-	-	-	-
Under common job and pay system	150	11.97	150	11.97	46	12.08	46	12.08	-	-	-	-	-	-	-	-	-	-	-	-
Job class 10	32	12.36	32	12.36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Job class 11	114	11.84	114	11.84	33	11.90	33	11.90	-	-	-	-	-	-	-	-	-	-	-	-
Not under common job and pay system	28	11.46	24	11.48	-	-	-	-	-	-	-	-	22	11.42	-	-	-	-	-	-
Lidmen	263	11.10	263	11.10	75	11.18	75	11.18	-	-	-	-	143	10.98	143	10.98	-	-	-	-
Under common job and pay system	167	11.27	167	11.27	75	11.18	75	11.18	-	-	-	-	56	11.31	56	11.31	-	-	-	-
Job class 05	59	11.36	59	11.36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Job class 07	83	11.18	83	11.18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not under common job and pay system	96	10.80	96	10.80	-	-	-	-	-	-	-	-	87	10.77	87	10.77	-	-	-	-
Pusher-operators	253	11.83	239	11.84	57	11.53	57	11.53	-	-	-	-	166	11.81	152	11.81	-	-	-	-
Under common job and pay system	138	11.95	138	11.95	57	11.53	57	11.53	-	-	-	-	57	12.06	57	12.06	-	-	-	-
Job class 11	36	12.18	36	12.18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Job class 12	102	11.87	102	11.87	-	-	-	-	-	-	-	-	53	12.09	53	12.09	-	-	-	-
Not under common job and pay system	115	11.68	101	11.67	-	-	-	-	-	-	-	-	109	11.68	-	-	-	-	-	-
Wharfmen	114	10.65	108	10.64	32	11.19	32	11.19	-	-	-	-	82	10.44	76	10.41	-	-	-	-
Under common job and pay system	69	10.82	69	10.82	32	11.19	32	11.19	-	-	-	-	37	10.50	37	10.50	-	-	-	-
Job class 03	40	10.52	40	10.52	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not under common job and pay system	45	10.39	-	-	-	-	-	-	-	-	-	-	45	10.39	-	-	-	-	-	-
Blast furnaces																				
Keepers	242	13.12	221	13.24	33	12.84	32	12.89	26	$14.90	26	$14.90	165	12.67	145	12.77	-	-	-	-
Under common job and pay system	115	13.20	114	13.22	29	12.91	28	12.97	-	-	-	-	74	13.20	74	13.20	-	-	-	-
Job class 14	82	12.97	81	12.99	29	12.91	28	12.97	-	-	-	-	49	12.88	49	12.88	-	-	-	-
Job class 16	33	13.78	33	13.78	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not under common job and pay system	127	13.06	107	13.26	-	-	-	-	-	-	-	-	91	12.25	71	12.33	-	-	-	-
Keeper helpers	593	11.91	550	11.99	-	-	-	-	49	13.58	49	13.58	443	11.65	401	11.72	-	-	-	-
Under common job and pay system	317	12.04	316	12.05	-	-	-	-	-	-	-	-	217	12.05	217	12.05	-	-	-	-
Job class 09	134	12.05	134	12.05	-	-	-	-	-	-	-	-	92	12.08	92	12.08	-	-	-	-
Job class 11	64	12.67	64	12.67	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not under common job and pay system	276	11.76	234	11.90	-	-	-	-	-	-	-	-	226	11.26	184	11.33	-	-	-	-
Larrymen	183	12.10	178	12.12	27	11.92	26	11.97	-	-	-	-	135	11.76	131	11.77	-	-	-	-
Under common job and pay system	72	11.93	71	11.94	-	-	22	12.13	-	-	-	-	45	11.82	45	11.82	-	-	-	-
Job class 10	32	11.97	31	12.01	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not under common job and pay system	111	12.21	107	12.24	-	-	-	-	-	-	-	-	90	11.72	86	11.74	-	-	-	-

See footnotes at end of table.

Table 3. Occupational average earnings: By method of wage payment—Continued

(Number of workers and average straight-time hourly earnings[1] in selected occupations in basic iron and steel establishments, United States and regions,[2] August 1983)

Department, occupation, pay system, and job class[3]	United States				Northeast				South				North Central				West			
	All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Blast furnaces—Continued																				
Stock unloaders	243	$10.79	200	$10.86	52	$10.56	40	$11.19	17	$11.80	17	$11.80	167	$10.66	136	$10.53	–	–	–	–
Under common job and pay system	115	10.88	110	10.92	41	11.10	37	11.22	–	–	–	–	61	10.69	60	10.70	–	–	–	–
Job class 04	69	10.86	69	10.86	25	11.04	25	11.04	–	–	–	–	42	10.75	42	10.75	–	–	–	–
Job class 05	33	10.88	29	11.01	12	11.12	9	11.52	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	128	10.71	90	10.79	–	–	–	–	–	–	–	–	106	10.65	76	10.39	–	–	–	–
Electric furnaces																				
First helpers	529	14.60	359	15.27	142	15.14	137	15.29	171	13.98	66	14.93	212	14.81	156	15.38	–	–	–	–
Under common job and pay system	169	15.24	169	15.24	96	14.68	96	14.68	–	–	–	–	51	16.31	51	16.31	–	–	–	–
Job class 21	35	14.61	35	14.61	35	14.61	35	14.61	–	–	–	–	–	–	–	–	–	–	–	–
Job class 24	90	16.05	90	16.05	–	–	–	–	–	–	–	–	45	16.34	45	16.34	–	–	–	–
Not under common job and pay system	360	14.30	190	15.29	46	16.10	41	16.73	149	13.80	44	14.79	161	14.33	105	14.93	–	–	–	–
Basic oxygen furnaces																				
Furnace operators	133	14.93	131	14.98	18	14.59	18	14.59	18	13.81	18	13.81	91	15.12	91	15.12	–	–	–	–
Under common job and pay system	78	15.28	78	15.28	14	14.56	14	14.56	–	–	–	–	60	15.49	60	15.49	–	–	–	–
Job class 23	64	15.20	64	15.20	–	–	–	–	–	–	–	–	52	15.42	52	15.42	–	–	–	–
Job class 24	11	16.01	11	16.01	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	55	14.42	53	14.54	–	–	–	–	14	13.56	14	13.56	31	14.41	31	14.41	–	–	–	–
Furnacemen, first	120	13.37	120	13.37	21	13.03	21	13.03	20	12.15	20	12.15	79	13.77	79	13.77	–	–	–	–
Under common job and pay system	63	13.77	63	13.77	17	12.94	17	12.94	–	–	–	–	42	14.15	42	14.15	–	–	–	–
Job class 16	49	14.11	49	14.11	–	–	–	–	–	–	–	–	42	14.15	42	14.15	–	–	–	–
Not under common job and pay system	57	12.93	57	12.93	–	–	–	–	16	11.84	16	11.84	37	13.35	37	13.35	–	–	–	–
Ladle cranemen	323	13.44	304	13.59	51	12.84	49	12.92	42	13.25	42	13.25	203	13.65	203	13.65	27	$13.28	–	–
Under common job and pay system	197	13.49	195	13.52	–	–	39	12.81	–	–	–	–	136	13.77	136	13.77	–	–	–	–
Job class 13	32	12.79	31	12.85	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Job class 16	142	13.67	142	13.67	25	12.89	25	12.89	–	–	–	–	103	13.90	103	13.90	–	–	–	–
Not under common job and pay system	126	13.35	109	13.73	–	–	–	–	22	13.28	22	13.28	67	13.40	67	13.40	27	13.28	–	–
Ladle liners	192	12.20	166	12.51	42	11.49	40	11.55	–	–	–	–	94	11.94	94	11.94	–	–	–	–
Under common job and pay system	102	12.71	100	12.76	38	11.42	36	11.48	–	–	–	–	43	12.07	43	12.07	–	–	–	–
Job class 09	68	13.27	67	13.31	21	11.74	20	11.80	–	–	–	–	26	12.01	26	12.01	–	–	–	–
Not under common job and pay system	90	11.63	66	12.12	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Steel pourers, first	186	13.78	186	13.78	35	13.09	35	13.09	–	–	–	–	126	13.73	126	13.73	–	–	–	–
Under common job and pay system	123	13.59	123	13.59	30	12.99	30	12.99	–	–	–	–	80	13.84	80	13.84	–	–	–	–
Job class 16	93	13.48	93	13.48	30	12.99	30	12.99	–	–	–	–	50	13.79	50	13.79	–	–	–	–
Not under common job and pay system	63	14.16	63	14.16	–	–	–	–	–	–	–	–	46	13.55	46	13.55	–	–	–	–
Utilities attendant	51	11.15	51	11.15	–	–	–	–	–	–	–	–	36	10.41	36	10.41	–	–	–	–
Under common job and pay system	19	12.06	19	12.06	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	32	10.61	32	10.61	–	–	–	–	–	–	–	–	28	9.92	28	9.92	–	–	–	–

See footnotes at end of table.

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Table 3. Occupational average earnings: By method of wage payment—Continued

(Number of workers and average straight-time hourly earnings[1] in selected occupations in basic iron and steel establishments, United States and regions,[2] August 1983)

Department, occupation, pay system, and job class[3]	United States				Northeast				South				North Central				West			
	All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Bloom, slab, and billet mills																				
Blooming mill rollers	159	$15.08	122	$16.44	73	$15.32	61	$16.22	–	–	–	–	57	$16.65	53	$16.56	–	–	–	–
Under common job and pay system	87	16.58	81	16.83	60	16.06	56	16.25	–	–	–	–	22	17.98	20	18.45	–	–	–	–
Job class 27	30	16.30	29	16.41	17	14.94	16	15.05	–	–	–	–	–	–	–	–	–	–	–	–
Job class 28	24	15.63	20	16.09	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	72	13.26	41	15.68	–	–	–	–	–	–	–	–	35	15.81	33	15.42	–	–	–	–
Hookers	202	10.49	131	11.42	–	–	–	–	–	–	–	–	104	11.37	104	11.37	–	–	–	–
Under common job and pay system	70	11.54	70	11.54	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	132	9.93	61	11.27	–	–	–	–	–	–	–	–	51	11.16	51	11.16	–	–	–	–
Pit recorders	168	12.17	162	12.23	47	11.01	41	11.08	21	$12.90	21	$12.90	92	12.52	92	12.52	–	–	–	–
Under common job and pay system	113	12.03	107	12.12	44	11.07	38	11.15	–	–	–	–	52	12.65	52	12.65	–	–	–	–
Job class 07	14	10.78	–	–	14	10.78	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Job class 09	28	11.78	25	11.93	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Job class 10	44	12.26	44	12.26	–	–	–	–	–	–	–	–	28	12.05	28	12.05	–	–	–	–
Not under common job and pay system	55	12.46	55	12.46	–	–	–	–	10	13.47	10	13.47	40	12.34	40	12.34	–	–	–	–
Scarfers	309	12.62	309	12.6[illegible]	–	–	–	–	40	13.70	40	13.70	253	12.41	253	12.41	–	–	–	–
Under common job and pay system	179	12.77	179	12.7[illegible]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	130	12.42	130	12.42	–	–	–	–	–	–	–	–	102	11.75	102	11.75	–	–	–	–
Soaking-pit cranemen	364	13.26	356	13.30	98	12.33	95	12.36	42	13.43	42	13.43	212	13.59	207	13.64	–	–	–	–
Under common job and pay system	235	13.20	227	13.26	95	12.32	92	12.35	–	–	–	–	116	13.88	111	13.99	–	–	–	–
Job class 13	41	13.14	41	13.14	–	–	–	–	–	–	–	–	29	13.86	29	13.86	–	–	–	–
Job class 15	165	13.55	157	13.66	–	–	–	–	–	–	–	–	75	14.39	70	14.60	–	–	–	–
Not under common job and pay system	129	13.36	129	13.36	–	–	–	–	24	13.68	24	13.68	96	13.23	96	13.23	–	–	–	–
Soaking-pit heaters	277	14.24	266	14.33	89	13.68	86	13.74	27	14.67	27	14.67	149	14.42	141	14.56	–	–	–	–
Under common job and pay system	187	14.06	176	14.20	78	13.75	75	13.82	–	–	–	–	94	14.33	86	14.56	–	–	–	–
Job class 19	70	13.87	70	13.87	38	13.34	38	13.34	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	90	14.60	90	14.60	–	–	–	–	16	15.41	16	15.41	55	14.57	55	14.57	–	–	–	–
Continuous casting mills																				
Continuous billet or slab casters	244	15.45	120	16.11	13	16.67	13	16.67	107	16.60	–	–	112	14.66	84	15.20	–	–	–	–
Under common job and pay system	30	16.88	30	16.88	–	–	–	–	–	–	–	–	20	17.03	20	17.03	–	–	–	–
Job class 26	14	17.34	14	17.34	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	214	15.25	90	15.86	10	16.81	10	16.81	100	16.59	–	–	92	14.15	64	14.63	–	–	–	–
Ladle and metal transfer controlmen	327	13.15	201	14.03	24	13.07	24	13.07	134	12.73	44	14.89	155	13.50	127	13.83	–	–	–	–
Under common job and pay system	74	14.05	74	14.05	–	–	–	–	–	–	–	–	50	14.51	50	14.51	–	–	–	–
Job class 14	27	14.45	27	14.45	–	–	–	–	–	–	–	–	22	14.60	22	14.60	–	–	–	–
Not under common job and pay system	253	12.89	127	14.03	10	14.05	10	14.05	124	12.62	34	15.13	105	13.02	77	13.39	–	–	–	–
Run out operators	293	12.28	209	13.81	41	12.78	33	13.95	129	11.35	69	14.26	103	13.40	103	13.40	20	$11.51	–	–
Under common job and pay system	52	13.42	52	13.42	–	–	–	–	22	12.60	22	12.60	27	14.06	27	14.06	–	–	–	–
Job class 12	31	13.03	31	13.03	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	241	12.04	157	13.94	38	12.71	30	13.98	107	11.09	47	15.04	76	13.16	76	13.16	20	11.51	–	–
Strand casters	434	14.02	306	14.83	53	14.43	53	14.43	80	14.85	80	14.85	285	13.85	173	14.94	–	–	–	–
Under common job and pay system	64	15.21	64	15.21	–	–	–	–	–	–	–	–	44	15.37	44	15.37	–	–	–	–
Not under common job and pay system	370	13.81	242	14.73	36	14.19	36	14.19	77	14.87	77	14.87	241	13.57	129	14.79	–	–	–	–

See footnotes at end of table.

Table 3. Occupational average earnings: By method of wage payment—Continued

(Number of workers and average straight-time hourly earnings[1] in selected occupations in basic iron and steel establishments, United States and regions,[2] August 1983)

Department, occupation, pay system, and job class[3]	United States				Northeast				South				North Central				West			
	All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Continuous hot-strip mills																				
Coil banders	163	$11.94	161	$11.97	35	$11.46	33	$11.56	32	$12.48	32	$12.48	93	$11.92	93	$11.92	–	–	–	–
Under common job and pay system	100	11.66	98	11.69	–	–	–	–	–	–	–	–	51	11.83	51	11.83	–	–	–	–
Job class 04	43	11.35	41	11.43	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Job class 05	46	11.61	46	11.61	–	–	–	–	–	–	–	–	33	11.94	33	11.94	–	–	–	–
Not under common job and pay system	63	12.39	63	12.39	–	–	–	–	–	–	–	–	42	12.03	42	12.03	–	–	–	–
Coilers	115	13.37	114	13.39	24	12.98	23	13.09	13	14.28	13	14.28	73	13.34	73	13.34	–	–	–	–
Under common job and pay system	65	13.29	64	13.33	–	–	–	–	–	–	–	–	41	13.68	41	13.68	–	–	–	–
Job class 11	22	12.86	22	12.86	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Job class 12	24	13.50	24	13.50	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	50	13.48	50	13.48	9	13.92	9	13.92	–	–	–	–	32	12.91	32	12.91	–	–	–	–
Roughers	169	13.30	128	14.60	–	–	14	14.78	–	–	–	–	88	14.42	88	14.42	–	–	–	–
Under common job and pay system	54	14.25	53	14.30	–	–	–	–	–	–	–	–	31	15.04	31	15.04	–	–	–	–
Job class 17	13	13.83	12	14.01	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	115	12.86	75	14.80	–	–	–	–	–	–	–	–	57	14.08	57	14.08	–	–	–	–
Strip-mill cranemen	273	12.06	254	12.35	63	11.05	44	12.34	32	12.64	32	12.64	145	12.09	145	12.09	–	–	–	–
Under common job and pay system	124	12.36	121	12.40	–	–	–	–	–	–	–	–	74	12.69	74	12.69	–	–	–	–
Job class 09	97	12.31	94	12.37	–	–	–	–	–	–	–	–	51	12.68	51	12.68	–	–	–	–
Not under common job and pay system	149	11.81	133	12.31	37	10.60	21	12.89	–	–	–	–	71	11.45	71	11.45	–	–	–	–
Tractor operators	127	12.43	118	12.60	–	–	–	–	32	12.87	27	13.38	72	12.01	68	12.11	–	–	–	–
Under common job and pay system	87	12.01	78	12.22	–	–	–	–	–	–	–	–	63	12.12	–	–	–	–	–	–
Job class 08	64	12.03	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	40	13.33	40	13.33	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Cold strip and sheet mills																				
Assistant tandem mill rollers	138	14.81	137	14.83	39	14.87	38	14.96	34	15.17	34	15.17	62	14.55	62	14.55	–	–	–	–
Under common job and pay system	75	14.50	74	14.54	14	13.44	13	13.57	–	–	–	–	41	15.05	41	15.05	–	–	–	–
Job class 15	12	14.85	12	14.85	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Job class 16	15	14.01	15	14.01	–	–	–	–	–	–	–	–	11	14.14	11	14.14	–	–	–	–
Job class 18	8	15.11	8	15.11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	63	15.18	63	15.18	25	15.68	25	15.68	–	–	–	–	21	13.57	21	13.57	–	–	–	–
Coil feeders	343	11.57	342	11.57	36	12.25	35	12.30	24	14.59	24	14.59	279	11.19	279	11.19	–	–	–	–
Under common job and pay system	134	12.75	133	12.76	18	11.95	17	12.03	–	–	–	–	–	–	–	–	–	–	–	–
Job class 08	23	12.35	23	12.35	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Job class 09	21	12.83	20	12.94	–	–	–	–	–	–	–	–	12	13.26	12	13.26	–	–	–	–
Not under common job and pay system	209	10.81	209	10.81	18	12.56	18	12.56	–	–	–	–	–	–	–	–	–	–	–	–
Continuous annealing line operators	213	13.12	196	13.40	102	13.59	100	13.63	17	13.82	17	13.82	90	12.41	75	12.96	–	–	–	–
Under common job and pay system	71	14.01	69	14.08	–	–	–	–	–	–	–	–	35	13.84	35	13.84	–	–	–	–
Job class 14	21	13.15	21	13.15	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Job class 17	26	14.56	25	14.68	–	–	–	–	–	–	–	–	13	14.73	13	14.73	–	–	–	–
Not under common job and pay system	142	12.68	127	13.03	84	13.46	84	13.46	–	–	–	–	55	11.50	–	–	–	–	–	–

See footnotes at end of table.

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Table 3. Occupational average earnings: By method of wage payment—Continued

(Number of workers and average straight-time hourly earnings[1] in selected occupations in basic iron and steel establishments, United States and regions,[2] August 1983)

Department, occupation, pay system, and job class[3]	United States				Northeast				South				North Central				West			
	All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Cold strip and sheet mills—Continued																				
Strip inspectors	323	$11.81	253	$12.68	87	$10.85	-	-	-	-	-	-	168	$11.90	138	$12.50	-	-	-	-
Under common job and pay system	141	12.45	141	12.45	-	-	-	-	-	-	-	-	84	12.69	84	12.69	-	-	-	-
Job class 10	20	13.94	20	13.94	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Job class 11	57	12.24	57	12.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not under common job and pay system	182	11.31	112	12.97	80	10.74	-	-	-	-	-	-	84	11.11	54	12.20	-	-	-	-
Tandem mill rollers	397	12.54	169	16.31	-	-	37	$16.72	33	$17.81	33	$17.81	107	16.23	96	15.59	-	-	-	-
Under common job and pay system	89	16.17	88	16.20	13	15.42	12	15.60	-	-	-	-	54	16.44	54	16.44	-	-	-	-
Job class 24	9	16.53	9	16.53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Job class 26	16	16.88	16	16.88	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Job class 28	28	16.33	27	16.44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not under common job and pay system	-	-	81	16.42	-	-	25	17.26	-	-	-	-	53	16.00	-	-	-	-	-	-
Tube finishing																				
Cut-off machine operators	683	8.81	101	11.23	-	-	86	11.22	-	-	-	-	174	9.15	-	-	-	-	-	-
Under common job and pay system	99	11.22	98	11.23	86	11.22	86	11.22	-	-	-	-	-	-	-	-	-	-	-	-
Job class 07	29	11.30	29	11.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Job class 08	34	11.45	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not under common job and pay system	-	-	-	-	-	-	-	-	-	-	-	-	161	8.98	-	-	-	-	-	-
Straighteners	212	9.29	66	11.37	80	10.27	56	11.28	-	-	-	-	-	-	-	-	-	-	-	-
Under common job and pay system	61	11.32	60	11.33	56	11.28	56	11.28	-	-	-	-	-	-	-	-	-	-	-	-
Rod and wire mills																				
Wire drawers (continuous machine)	1,597	10.37	465	13.36	315	10.92	-	-	567	8.83	-	-	-	-	248	12.25	-	-	-	-
Under common job and pay system	48	12.02	44	12.14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Job class 10	23	12.16	22	12.23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not under common job and pay system	1,549	10.31	421	13.49	309	10.91	-	-	567	8.83	-	-	-	-	-	-	-	-	-	-
ALL DEPARTMENTS[5]																				
Maintenance[6]																				
Automobile repairmen	394	12.43	305	12.59	78	12.45	78	12.45	-	-	15	12.43	207	12.02	175	12.26	-	-	-	-
Under common job and pay system	146	12.44	146	12.44	71	12.38	71	12.38	15	12.43	15	12.43	-	-	-	-	-	-	-	-
Receiving top rate	124	12.56	124	12.56	69	12.39	69	12.39	13	12.57	13	12.57	-	-	-	-	-	-	-	-
Job class 16	41	12.37	41	12.37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Job class 18	48	12.92	48	12.92	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not under common job and pay system	248	12.43	159	12.72	-	-	-	-	-	-	-	-	152	11.88	120	12.20	-	-	-	-
Boilermakers	687	12.67	637	12.62	-	-	-	-	-	-	-	-	332	12.74	332	12.74	86	$13.59	-	-
Under common job and pay system	348	12.48	348	12.48	-	-	-	-	-	-	-	-	52	12.76	52	12.76	-	-	-	-
Receiving top rate	333	12.50	333	12.50	-	-	-	-	-	-	-	-	45	12.81	45	12.81	-	-	-	-
Job class 17	333	12.50	333	12.50	-	-	-	-	-	-	-	-	45	12.81	45	12.81	-	-	-	-
Receiving lower rate	15	12.12	15	12.12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Job class 13	6	11.86	6	11.86	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Job class 15	9	12.30	9	12.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not under common job and pay system	339	12.86	289	12.78	-	-	-	-	-	-	-	-	280	12.73	280	12.73	-	-	-	-

See footnotes at end of table.

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Table 3. Occupational average earnings: By method of wage payment—Continued

(Number of workers and average straight-time hourly earnings[1] in selected occupations in basic iron and steel establishments, United States and regions,[2] August 1983)

Department, occupation, pay system, and job class[3]	United States				Northeast				South				North Central				West			
	All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Maintenance[5]—Continued																				
Bricklayers	1,254	$13.56	855	$13.32	298	$12.91	257	$13.13	177	$13.68	137	$14.75	748	$13.79	430	$12.95	-	-	-	-
Under common job and pay system	567	13.24	449	13.21	199	12.67	163	12.88	-	-	-	-	258	13.22	176	12.83	-	-	-	-
Receiving top rate	512	13.27	397	13.24	179	12.66	146	12.88	-	-	-	-	257	13.22	175	12.83	-	-	-	-
Job class 17	423	13.11	390	13.23	179	12.66	146	12.88	-	-	-	-	168	12.77	168	12.77	-	-	-	-
Receiving lower rate	55	12.91	52	12.97	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Job class 13	16	12.72	16	12.72	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Job class 15	17	13.22	17	13.22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not under common job and pay system	687	13.83	406	13.44	99	13.41	94	13.57	94	12.86	54	14.99	490	14.09	254	13.04	-	-	-	-
Carpenters	796	12.67	737	12.79	297	12.04	269	12.14	111	13.21	97	13.62	362	12.99	350	13.02	26	$13.03	-	-
Under common job and pay system	383	12.37	356	12.45	207	11.92	184	12.00	-	-	-	-	107	12.76	107	12.76	-	-	-	-
Receiving top rate	301	12.43	281	12.52	154	12.04	134	12.16	-	-	-	-	103	12.73	103	12.73	-	-	-	-
Job class 15	251	12.41	239	12.46	146	12.10	134	12.16	-	-	-	-	-	-	-	-	-	-	-	-
Receiving lower rate	82	12.12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Job class 15	11	12.14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not under common job and pay system	413	12.95	381	13.11	90	12.32	85	12.44	59	13.35	-	-	255	13.08	243	13.13	9	12.76	-	-
Electricians (shop)	1,772	12.51	1,022	13.67	475	12.29	278	13.14	435	11.40	169	13.98	755	13.28	534	13.81	107	12.59	-	-
Under common job and pay system	396	12.51	263	12.97	264	12.11	131	12.62	-	-	-	-	75	13.48	75	13.48	-	-	-	-
Receiving top rate	384	12.52	251	13.01	255	12.11	122	12.66	-	-	-	-	75	13.48	75	13.48	-	-	-	-
Job class 16	211	12.11	103	12.69	139	11.70	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Job class 18	126	12.78	101	13.02	106	12.62	81	12.86	-	-	-	-	-	-	-	-	-	-	-	-
Not under common job and pay system	1,376	12.51	759	13.91	211	12.50	147	13.60	399	11.28	133	14.31	680	13.26	459	13.87	86	12.33	-	-
Electricians (wiremen)	1,546	13.39	1,277	13.16	413	12.53	376	12.64	194	15.50	107	13.12	779	12.99	634	12.99	160	15.05	160	$15.05
Under common job and pay system	815	12.86	778	12.91	292	12.51	263	12.59	51	12.23	-	-	406	13.04	406	13.04	-	-	-	-
Receiving top rate	761	12.90	738	12.93	253	12.53	-	-	-	-	-	-	400	13.05	400	13.05	-	-	-	-
Job class 18	741	12.87	720	12.90	253	12.53	-	-	-	-	-	-	382	13.01	382	13.01	-	-	-	-
Receiving lower rate	54	12.32	40	12.54	39	12.38	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Job class 14	14	12.26	14	12.26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Job class 16	33	12.45	26	12.69	27	12.53	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not under common job and pay system	731	13.99	499	13.54	121	12.56	113	12.74	143	16.66	64	13.68	373	12.93	-	-	-	-	-	-
Electronic repairmen	1,314	13.26	1,200	13.42	245	12.81	229	12.86	280	13.55	230	13.92	714	13.19	668	13.33	75	14.40	73	14.49
Under common job and pay system	597	13.41	581	13.45	168	12.78	152	12.84	-	-	-	-	253	13.75	253	13.75	-	-	-	-
Receiving top rate	487	13.46	471	13.51	140	12.79	124	12.87	81	13.48	81	13.48	224	13.77	224	13.77	-	-	-	-
Job class 20	487	13.46	471	13.51	140	12.79	124	12.87	81	13.48	81	13.48	224	13.77	224	13.77	-	-	-	-
Receiving lower rate	110	13.19	110	13.19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Job class 16	59	12.95	59	12.95	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Job class 18	45	13.37	45	13.37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not under common job and pay system	717	13.14	619	13.40	77	12.90	77	12.90	147	13.71	97	14.67	461	12.88	415	13.07	-	-	-	-
Instrument repairmen	640	12.87	570	13.01	243	12.34	199	12.44	81	13.04	73	13.20	295	13.18	277	13.29	21	14.17	21	14.17
Under common job and pay system	487	12.88	443	12.98	221	12.29	177	12.40	31	12.94	31	12.94	226	13.43	226	13.43	-	-	-	-
Receiving top rate	433	12.92	389	13.04	183	12.23	-	-	21	13.08	21	13.08	221	13.45	221	13.45	-	-	-	-
Job class 18	382	12.69	341	12.79	180	12.24	-	-	-	-	-	-	176	13.07	176	13.07	-	-	-	-
Not under common job and pay system	153	12.85	127	13.12	-	-	-	-	50	13.11	42	13.38	69	12.36	-	-	-	-	-	-

See footnotes at end of table.

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Table 3. Occupational average earnings: By method of wage payment—Continued

(Number of workers and average straight-time hourly earnings[1] in selected occupations in basic iron and steel establishments, United States and regions,[2] August 1983)

Department, occupation, pay system, and job class[3]	United States				Northeast				South				North Central				West			
	All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Maintenance[9]—Continued																				
Machinists	3,653	$12.71	2,695	$13.21	1,083	$12.51	836	$13.08	550	$12.58	350	$13.80	1,790	$12.73	1,377	$13.02	230	$13.86	132	$14.35
Under common job and pay system	1,402	13.02	1,231	13.18	671	12.79	534	13.04	–	–	–	–	474	13.19	474	13.19	–	–	–	–
Receiving top rate	1,275	13.06	1,142	13.21	598	12.79	476	13.04	–	–	–	–	450	13.23	450	13.23	–	–	–	–
Job class 18	1,264	13.08	1,142	13.21	589	12.81	476	13.04	–	–	–	–	450	13.23	450	13.23	–	–	–	–
Receiving lower rate	127	12.54	89	12.85	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Job class 14	58	12.52	57	12.55	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Job class 16	34	13.27	32	13.38	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	2,251	12.52	1,464	13.23	412	12.06	302	13.15	377	12.35	211	14.07	1,316	12.56	903	12.93	146	13.96	–	–
Millwrights	12,954	12.72	11,624	12.91	2,599	12.34	2,240	12.54	2,180	12.54	1,908	13.03	7,851	12.83	7,196	12.94	324	14.12	280	14.43
Under common job and pay system	6,125	12.88	5,847	12.95	1,991	12.29	1,713	12.41	–	–	–	–	2,939	13.36	2,939	13.36	–	–	–	–
Receiving top rate	4,565	12.90	4,294	12.99	1,626	12.29	1,355	12.44	–	–	–	–	2,230	13.33	2,230	13.33	–	–	–	–
Job class 16	4,484	12.90	4,213	12.99	1,597	12.28	1,326	12.43	–	–	–	–	2,184	13.34	2,184	13.34	–	–	–	–
Job class 18	81	12.92	81	12.92	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Receiving lower rate	1,560	12.82	1,553	12.83	365	12.28	358	12.31	–	–	–	–	709	13.42	709	13.42	–	–	–	–
Job class 12	545	12.36	545	12.36	93	11.95	93	11.95	–	–	–	–	–	–	–	–	–	–	–	–
Job class 14	651	12.71	647	12.72	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	6,829	12.57	5,777	12.88	608	12.51	527	12.98	1,133	12.50	861	13.57	4,912	12.52	4,257	12.65	–	–	–	–
Millwright helpers	493	10.86	419	11.32	161	10.67	145	11.00	201	11.08	–	–	120	10.55	91	10.85	–	–	–	–
Under common job and pay system	292	11.01	292	11.01	130	10.86	130	10.86	–	–	–	–	–	–	–	–	–	–	–	–
Job class 06	281	10.98	281	10.98	124	10.85	124	10.85	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	201	10.64	127	12.04	31	9.84	–	–	–	–	–	–	79	10.24	–	–	–	–	–	–
Mobile equipment mechanics	1,348	12.32	1,162	12.71	311	12.20	289	12.34	277	11.38	172	13.03	726	12.69	680	12.77	34	13.22	–	–
Under common job and pay system	556	12.68	542	12.71	197	12.25	–	–	–	–	–	–	253	13.02	253	13.02	–	–	–	–
Receiving top rate	527	12.72	517	12.74	182	12.28	–	–	–	–	–	–	247	13.04	247	13.04	–	–	–	–
Job class 16	387	12.59	377	12.62	182	12.28	–	–	–	–	–	–	109	13.04	109	13.04	–	–	–	–
Receiving lower rate	29	12.03	25	12.15	15	11.88	11	12.11	–	–	–	–	–	–	–	–	–	–	–	–
Job class 12	7	11.73	7	11.73	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Job class 14	16	12.42	16	12.42	7	12.42	7	12.42	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	792	12.07	620	12.71	114	12.11	106	12.40	192	10.88	87	13.54	473	12.51	427	12.62	–	–	–	–
Motor inspectors	4,454	12.92	4,434	12.92	1,189	12.44	1,188	12.44	722	13.43	709	13.46	2,471	12.97	2,465	12.98	–	–	–	–
Under common job and pay system	2,694	12.84	2,693	12.85	1,008	12.49	1,007	12.49	–	–	–	–	1,212	13.16	1,212	13.16	–	–	–	–
Receiving top rate	2,063	12.93	2,063	12.93	789	12.55	789	12.55	–	–	–	–	987	13.20	987	13.20	–	–	–	–
Job class 16	2,063	12.93	2,063	12.93	789	12.55	789	12.55	–	–	–	–	987	13.20	987	13.20	–	–	–	–
Receiving lower rate	631	12.58	630	12.58	219	12.27	218	12.28	–	–	–	–	–	–	–	–	–	–	–	–
Job class 12	264	12.34	263	12.34	77	11.83	76	11.84	–	–	–	–	–	–	–	–	–	–	–	–
Job class 14	303	12.72	303	12.72	88	12.37	88	12.37	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	1,760	13.02	1,741	13.04	181	12.17	181	12.17	–	–	–	–	1,259	12.80	1,253	12.80	–	–	–	–
Painters	278	12.00	230	12.20	81	11.57	74	11.65	30	12.03	28	12.06	154	12.15	116	12.50	13	12.88	12	13.10
Under common job and pay system	121	12.38	111	12.54	47	11.31	40	11.40	–	–	–	–	47	13.70	44	13.92	–	–	–	–
Receiving top rate	103	12.59	97	12.70	42	11.38	39	11.40	6	12.10	6	12.10	47	13.70	44	13.92	–	–	–	–
Job class 13	64	11.96	61	12.00	32	11.59	29	11.64	–	–	–	–	20	12.22	20	12.22	–	–	–	–
Not under common job and pay system	157	11.71	119	11.89	34	11.94	34	11.94	11	12.77	9	13.03	107	11.47	72	11.63	–	–	–	–

See footnotes at end of table.

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Table 3. Occupational average earnings: By method of wage payment—Continued

(Number of workers and average straight-time hourly earnings[1] in selected occupations in basic iron and steel establishments, United States and regions,[2] August 1983)

Department, occupation, pay system, and job class[3]	United States				Northeast				South				North Central				West			
	All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Maintenance[6]—Continued																				
Pipefitters	2,580	$12.57	2,322	$12.70	569	$12.02	525	$12.13	373	$13.32	347	$13.58	1,516	$12.51	1,332	$12.61	122	$13.59	118	$13.58
Under common job and pay system	1,069	12.46	1,041	12.49	383	11.94	355	11.98	–	–	–	–	457	12.80	457	12.80	–	–	–	–
Receiving top rate	916	12.57	888	12.60	317	11.98	289	12.04	–	–	–	–	436	12.86	436	12.86	–	–	–	–
Job class 15	616	12.38	588	12.43	305	11.97	277	12.02	–	–	–	–	150	12.64	150	12.64	–	–	–	–
Receiving lower rate	153	11.84	153	11.84	66	11.71	66	11.71	–	–	–	–	–	–	–	–	–	–	–	–
Job class 11	63	11.39	63	11.39	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Job class 13	57	12.21	57	12.21	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Job class 15	32	12.07	32	12.07	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	1,511	12.64	1,281	12.86	186	12.19	170	12.44	–	–	–	–	1,059	12.38	875	12.51	–	–	–	–
Riggers	1,129	12.68	1,075	12.70	282	12.60	271	12.63	247	13.37	247	13.37	552	12.34	522	12.37	48	13.49	35	13.44
Under common job and pay system	486	12.69	475	12.71	185	12.51	174	12.55	–	–	–	–	–	–	–	–	–	–	–	–
Receiving top rate	388	12.75	379	12.78	126	12.53	117	12.59	–	–	–	–	–	–	–	–	–	–	–	–
Job class 16	377	12.78	377	12.78	117	12.59	117	12.59	–	–	–	–	–	–	–	–	–	–	–	–
Receiving lower rate	98	12.43	96	12.46	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Job class 12	27	12.13	27	12.13	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	643	12.67	600	12.69	97	12.77	97	12.77	148	13.74	148	13.74	381	12.17	351	12.21	–	–	–	–
Roll turners	560	12.44	383	13.27	152	12.16	87	12.84	144	11.59	56	13.86	247	13.11	237	13.27	17	12.41	–	–
Under common job and pay system	181	12.79	122	13.38	97	12.35	45	13.10	15	11.81	–	–	67	13.69	67	13.69	–	–	–	–
Receiving top rate	170	12.88	118	13.40	94	12.33	42	13.12	–	–	–	–	67	13.69	67	13.69	–	–	–	–
Job class 17	144	12.56	92	13.04	94	12.33	42	13.12	–	–	–	–	45	13.02	45	13.02	–	–	–	–
Receiving lower rate	11	11.43	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	379	12.27	261	13.21	55	11.83	–	–	129	11.56	47	14.13	180	12.89	170	13.10	15	12.53	–	–
Welders	3,500	12.80	3,141	12.90	866	12.27	771	12.44	543	12.87	501	13.13	1,818	12.91	1,764	12.96	273	13.59	–	–
Under common job and pay system	1,656	12.70	1,586	12.76	662	12.30	592	12.40	–	–	–	–	646	13.08	646	13.08	–	–	–	–
Receiving top rate	1,323	12.79	1,253	12.86	549	12.34	479	12.46	–	–	–	–	616	13.09	616	13.09	–	–	–	–
Job class 16	1,306	12.80	1,251	12.86	534	12.37	479	12.46	–	–	–	–	616	13.09	616	13.09	–	–	–	–
Receiving lower rate	333	12.37	333	12.37	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Job class 12	74	11.89	74	11.89	–	–	–	–	–	–	–	–	8	12.21	8	12.21	–	–	–	–
Job class 14	190	12.55	190	12.55	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Job class 16	69	12.38	69	12.38	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	1,844	12.89	1,555	13.05	204	12.16	179	12.59	262	13.16	220	13.80	1,172	12.82	1,118	12.89	–	–	–	–

See footnotes at end of table.

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Table 3. Occupational average earnings: By method of wage payment—Continued

(Number of workers and average straight-time hourly earnings[1] in selected occupations in basic iron and steel establishments, United States and regions,[2] August 1983)

Department, occupation, pay system, and job class[3]	United States				Northeast				South				North Central				West			
	All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers		All workers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
General labor																				
Janitors	2,381	$9.52	389	$10.23	639	$9.59	81	$9.81	298	$9.32	–	–	1,354	$9.54	270	$10.21	90	$9.39	–	–
Under common job and pay system	1,080	9.67	246	10.24	367	9.52	–	–	–	–	–	–	556	9.77	–	–	–	–	–	–
Job class 01	167	9.78	50	10.43	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Job class 02	897	9.62	–	–	313	9.52	–	–	–	–	–	–	458	9.71	–	–	–	–	–	–
Not under common job and pay system	1,301	9.39	–	–	272	9.68	–	–	172	9.16	–	–	798	9.37	–	–	59	9.01	–	–
Laborers	6,726	9.50	1,178	10.32	1,661	9.31	–	–	1,282	9.36	169	$11.02	3,711	9.61	523	10.19	72	10.94	–	–
Under common job and pay system	2,639	9.76	800	10.33	954	9.72	–	–	–	–	–	–	1,259	9.71	257	10.45	–	–	–	–
Job class 02	2,186	9.67	466	10.27	743	9.64	–	–	–	–	–	–	1,096	9.68	159	10.52	–	–	–	–
Job class 03	306	10.02	204	10.22	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Job class 04	130	10.55	117	10.64	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Not under common job and pay system	4,087	9.33	–	–	707	8.76	47	11.05	905	9.15	–	–	2,452	9.55	–	–	–	–	–	–
Locomotive cranemen	518	11.80	427	11.90	157	11.63	143	11.71	63	11.64	32	11.53	245	11.90	227	11.98	53	12.00	–	–
Under common job and pay system	314	11.84	294	11.91	121	11.49	107	11.58	14	11.66	13	11.71	155	12.03	151	12.06	–	–	–	–
Job class 08	54	11.27	51	11.32	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Job class 09	50	11.60	47	11.67	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Job class 11	13	11.81	12	11.89	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Job class 12	163	11.85	151	11.92	74	11.78	65	11.89	11	11.68	10	11.75	69	11.84	67	11.87	–	–	–	–
Not under common job and pay system	204	11.74	133	11.87	36	12.10	36	12.10	49	11.63	19	11.41	90	11.69	76	11.83	29	11.64	–	–
Locomotive engineers (general)	874	12.62	775	12.77	156	12.29	151	12.33	83	13.46	71	13.66	599	12.46	523	12.61	36	14.76	–	–
Under common job and pay system	326	12.61	315	12.67	122	12.07	117	12.12	–	–	–	–	176	13.07	174	13.09	–	–	–	–
Job class 11	97	11.78	87	11.89	60	11.83	56	11.90	–	–	–	–	–	–	–	–	–	–	–	–
Job class 13	107	12.89	106	12.90	–	–	–	–	–	–	–	–	48	13.24	48	13.24	–	–	–	–
Not under common job and pay system	548	12.62	460	12.83	34	13.08	34	13.08	65	14.07	57	14.21	423	12.20	349	12.36	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. See appendix B for methods used to calculate occupational average earnings.

[2] For definition of regions, see footnote 1, table B-1, appendix B.

[3] Data for job classes are provided only for establishments having a common job evaluation system, the same minimum hourly rate, and the same wage increment between job classes. Publication is limited to job classes for which data were reported by 3 or more such establishments and which meet other criteria. Estimates for overall occupational classifications in establishments having a common job evaluation system include data for unpublished job classes.

[4] Occupations are limited to workers in the departments indicated.

[5] Occupations relate to all departments of the establishment.

[6] Data for skilled trades were reported separately for workers receiving the top rate for the job and for those receiving lower rates. Those establishments with a common job evaluation system have a range of rates for repair and maintenance craftsmen which includes a beginning rate (4 job classes below the top or standard rate), an intermediate rate (2 job classes below), and the top or standard rate. Workers receiving the beginning or intermediate rate (although qualified journeymen) were classified as receiving a rate lower than the top rate. The top rate does not necessarily apply to the same job class in all establishments.

NOTE: Dashes indicate that no data were reported or that data do not meet publication criteria.

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Table 4. Occupational average earnings: By size of company

(Number of workers and average straight-time hourly earnings[1] in selected occupations in basic iron and steel establishments by company's employment in the steel industry, United States and selected regions,[2] August 1983)

Department and occupation	United States[3]				Northeast				South				North Central			
	100-9,999 steel industry employees		10,000 or more steel industry employees		100-9,999 steel industry employees		10,000 or more steel industry employees		100-9,999 steel industry employees		10,000 or more steel industry employees		100-9,999 steel industry employees		10,000 or more steel industry employees	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
SELECTED DEPARTMENTS[4]																
Coke works and byproducts																
Door-machine operators	–	–	179	$11.88	–	–	36	$11.85	–	–	–	–	–	–	112	$11.76
Heaters	–	–	252	12.70	–	–	75	12.79	–	–	32	$13.26	–	–	136	12.49
Larrymen	–	–	160	11.90	–	–	46	12.08	–	–	–	–	–	–	85	11.69
Lidmen	–	–	233	11.09	–	–	75	11.18	–	–	–	–	–	–	113	10.93
Pusher-operators	–	–	233	11.82	–	–	57	11.53	–	–	–	–	–	–	146	11.79
Wharfmen	–	–	106	10.66	–	–	32	11.19	–	–	–	–	–	–	74	10.43
Blast furnaces																
Keepers	45	$13.38	197	13.07	–	–	29	12.79	–	–	26	14.90	27	$12.33	138	12.74
Keeper helpers	106	11.77	487	11.94	–	–	62	11.86	–	–	49	13.58	–	–	359	11.73
Larrymen	25	11.76	158	12.15	–	–	23	11.77	–	–	–	–	–	–	114	11.79
Stock unloaders	59	10.49	184	10.89	–	–	36	11.00	–	–	17	11.80	39	10.45	128	10.73
Electric furnaces																
First helpers	429	14.28	100	15.96	101	$14.74	41	16.13	151	$13.84	–	–	173	14.48	39	16.25
Basic oxygen furnaces																
Furnace operators	45	14.56	88	15.12	–	–	14	14.59	–	–	13	15.09	30	14.87	61	15.24
Furnacemen, first	41	12.47	79	13.84	–	–	17	12.96	–	–	12	14.20	29	13.28	50	14.06
Ladle cranemen	101	13.17	222	13.56	–	–	43	12.77	–	–	34	14.09	58	13.59	145	13.67
Ladle liners	48	11.29	144	12.51	–	–	32	11.39	–	–	–	–	–	–	86	11.92
Steel pourers, first	29	14.35	157	13.68	–	–	30	13.01	–	–	19	14.18	18	13.51	108	13.77
Utilities attendant	–	–	33	11.77	–	–	–	–	–	–	–	–	–	–	–	–
Bloom, slab, and billet mills																
Blooming mill rollers	70	13.90	89	16.01	37	15.73	36	14.89	–	–	–	–	10	16.45	47	16.69
Hookers	111	9.58	91	11.60	–	–	12	10.96	–	–	–	–	34	10.78	70	11.66
Pit recorders	34	12.42	134	12.11	–	–	45	10.96	–	–	11	12.70	20	11.99	72	12.66
Scarfers	133	11.93	176	13.15	–	–	–	–	–	–	–	–	–	–	139	12.88
Soaking-pit cranemen	67	13.05	297	13.30	–	–	89	12.20	–	–	33	13.70	43	12.88	169	13.76
Soaking-pit heaters	89	14.39	188	14.16	39	14.40	50	13.11	–	–	16	15.50	31	14.50	118	14.39
Continuous casting mills																
Continuous billet or slab casters	186	15.05	58	16.74	–	–	–	–	86	15.94	–	–	81	14.31	31	15.58
Ladle and metal transfer controlmen	222	12.70	105	14.11	–	–	–	–	108	11.83	–	–	92	13.42	63	13.63
Run out operators	178	11.07	115	14.15	15	11.86	26	13.32	94	9.55	–	–	49	13.58	54	13.23
Strand casters	291	13.64	143	14.78	–	–	49	14.32	–	–	–	–	227	13.72	58	14.38
Continuous hot-strip mills																
Coil banders	48	11.89	115	11.96	–	–	–	–	–	–	26	12.13	26	11.62	67	12.04
Coilers	30	13.22	85	13.42	11	13.24	–	–	–	–	13	14.28	19	13.21	54	13.38
Roughers	71	11.08	98	14.91	–	–	–	–	–	–	19	15.29	20	13.23	68	14.77

See footnotes at end of table.

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Table 4. Occupational average earnings: By size of company—Continued

(Number of workers and average straight-time hourly earnings[1] in selected occupations in basic iron and steel establishments by company's employment in the steel industry, United States and selected regions,[2] August 1983)

Department and occupation	United States[3]				Northeast				South				North Central			
	100-9,999 steel industry employees		10,000 or more steel industry employees		100-9,999 steel industry employees		10,000 or more steel industry employees		100-9,999 steel industry employees		10,000 or more steel industry employees		100-9,999 steel industry employees		10,000 or more steel industry employees	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Continuous hot-strip mills —Continued																
Strip-mill cranemen	120	$11.64	153	$12.38	43	$10.50	–	–	–	–	32	$12.64	55	$11.77	90	$12.28
Tractor operators	48	12.79	79	12.20	–	–	–	–	–	–	–	–	–	–	55	12.02
Cold strip and sheet mills																
Assistant tandem mill rollers	48	14.95	90	14.73	23	15.50	16	$13.97	–	–	30	15.35	21	14.57	41	14.53
Coil feeders	186	10.71	157	12.58	11	12.22	25	12.27	–	–	24	14.59	175	10.62	104	12.16
Continuous annealing line operators	99	13.02	114	13.21	–	–	36	13.93	–	–	–	–	27	11.45	63	12.82
Strip inspectors	137	10.78	186	12.57	–	–	–	–	–	–	57	12.78	78	11.49	90	12.25
Tandem mill rollers	–	–	124	16.17	–	–	15	16.00	–	–	29	17.99	30	18.18	77	15.46
Tube finishing																
Cut-off machine operators	649	8.69	34	11.10	–	–	–	–	–	–	–	–	161	8.98	–	–
Straighteners	194	9.10	18	11.33	67	10.09	–	–	–	–	–	–	–	–	–	–
Rod and wire mills																
Wire drawers (continuous machine)	1,549	10.31	–	–	309	10.91	–	–	567	$8.83	–	–	622	11.39	–	–
ALL DEPARTMENTS[4] Maintenance																
Automobile repairmen	103	12.49	291	12.41	–	–	61	12.32	–	–	–	–	–	–	175	12.26
Boilermakers	83	13.18	604	12.60	–	–	246	12.28	–	–	–	–	–	–	321	12.75
Bricklayers	437	12.81	817	13.96	122	12.53	176	13.18	64	11.41	113	14.96	247	13.28	501	14.03
Carpenters	262	12.94	534	12.53	110	12.02	187	12.05	22	11.40	89	13.66	121	14.06	241	12.45
Electricians (shop)	1,220	12.24	552	13.11	357	12.26	118	12.38	334	10.50	–	–	443	13.52	312	12.94
Electricians (wiremen)	713	13.89	833	12.97	153	12.33	260	12.64	–	–	101	13.28	373	13.01	406	12.97
Electronic repairmen	387	13.06	927	13.35	77	12.82	168	12.81	72	12.41	208	13.94	206	13.11	508	13.22
Instrument repairmen	256	12.72	384	12.98	67	12.18	176	12.40	33	12.57	48	13.36	144	12.83	151	13.51
Machinists	1,773	12.25	1,880	13.15	577	11.95	506	13.16	234	10.78	316	13.92	816	12.58	974	12.84
Millwrights	3,406	12.30	9,548	12.86	950	12.04	1,649	12.52	453	10.54	1,727	13.07	1,827	12.66	6,024	12.88
Millwright helpers	117	9.59	376	11.25	35	9.92	126	10.87	–	–	–	–	44	10.15	76	10.78
Mobile equipment mechanics	471	11.72	877	12.64	101	11.87	210	12.35	129	9.43	148	13.09	228	12.88	498	12.60
Motor inspectors	780	12.76	3,674	12.95	274	12.55	915	12.41	–	–	691	13.47	475	12.89	1,996	12.99
Painters	99	11.83	179	12.10	45	11.89	36	11.17	–	–	27	11.97	46	11.58	108	12.39
Pipefitters	822	12.45	1,758	12.62	222	12.08	347	11.98	64	11.58	309	13.69	506	12.58	1,010	12.47
Riggers	316	12.52	813	12.74	97	12.37	185	12.72	–	–	229	13.44	–	–	368	12.27
Roll turners	395	12.07	165	13.32	108	11.82	44	13.00	121	11.03	23	14.51	151	13.03	96	13.23
Welders	1,184	12.78	2,316	12.81	264	11.77	602	12.49	109	11.19	434	13.29	605	13.22	1,213	12.76
General labor																
Janitors	944	9.23	1,437	9.70	283	9.66	356	9.53	136	8.68	162	9.86	466	9.16	888	9.73
Laborers	2,952	9.02	3,774	9.88	768	8.83	893	9.73	384	7.00	898	10.37	1,777	9.52	1,934	9.69
Locomotive cranemen	203	11.64	315	11.90	50	11.70	107	11.60	41	11.35	22	12.17	83	11.76	162	11.98
Locomotive engineers (general)	243	12.77	631	12.56	36	12.33	120	12.28	26	12.01	57	14.13	155	12.60	444	12.41

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. See appendix B for methods used to calculate occupational average earnings.

[2] For definition of regions, see footnote 1, table B-1, appendix B.

[3] Includes data for the West, where size of company data did not meet publication criteria, in addition to those regions shown separately.

[4] Occupations are limited to workers in the departments indicated.

[5] Occupations relate to all departments of the establishment.

NOTE: Dashes indicate that no data were reported or that data do not meet publication criteria.

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Table 5. Incentive earnings compared with basic wage scales: Common job evaluation and pay system establishments

(Number of observations[1] where average incentive earnings exceeded basic wage scales by specified percentages, basic iron and steel mills, August 1983)

Department	All observations	Number of observations where average incentive earnings exceeded basic wage scales by—										
		0 to 4 percent	5 to 9 percent	10 to 14 percent	15 to 19 percent	20 to 24 percent	25 to 29 percent	30 to 34 percent	35 to 39 percent	40 to 44 percent	45 to 49 percent	50 percent or more
Selected departments[2]	553	34	83	119	119	72	59	32	16	12	5	2
Coke works and byproducts	68	3	27	21	17	–	–	–	–	–	–	–
Blast furnaces	62	–	12	23	20	5	2	–	–	–	–	–
Electric furnaces	18	1	–	2	1	4	5	4	1	–	–	–
Basic oxygen furnaces	76	–	9	22	26	4	13	1	–	–	–	1
Bloom, slab, and billet mills	110	19	15	15	17	19	7	4	9	2	2	1
Continuous casting mills	31	–	1	–	1	11	7	9	2	–	–	–
Continuous hot-strip mills	56	1	5	6	18	11	10	3	–	2	–	–
Cold strip and sheet mills	100	3	7	18	14	17	15	11	4	8	3	–
Tube finishing	21	7	6	7	1	–	–	–	–	–	–	–
Rod and wire mills	11	–	1	5	4	1	–	–	–	–	–	–
All departments[3]	785	177	256	194	126	22	5	3	1	–	1	–
Maintenance[4]	658	137	229	154	114	17	3	2	1	–	1	–
Bricklayers	37	5	12	8	10	–	–	1	–	–	1	–
Electricians (shop)	21	7	5	5	4	–	–	–	–	–	–	–
Millwrights	15	5	7	2	1	–	–	–	–	–	–	–
General labor[4]	127	40	27	40	12	5	2	1	–	–	–	–
Janitors	11	5	3	2	1	–	–	–	–	–	–	–
Laborers	42	17	7	15	2	1	–	–	–	–	–	–

[1] Each job class in a surveyed occupation (e.g., door-machine operator, job class 11) within a sampled mill was treated as a separate observation.

[2] Limited to workers in the departments indicated.

[3] Relates to all departments of the establishments.

[4] Includes data for workers in jobs not shown separately.

NOTE: Dashes indicate no data.

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Table 6. Scheduled weekly hours

(Percent of production workers in basic iron and steel establishments by scheduled weekly hours,[1] United States and regions,[2] August 1983)

Weekly hours	United States			Northeast			South	North Central			West
	All establishments	Common job and pay system	Not under common job and pay system	All establishments	Common job and pay system	Not under common job and pay system	All establishments	All establishments	Common job and pay system	Not under common job and pay system	All establishments
All workers	100	100	100	100	100	100	100	100	100	100	100
30 hours	[3]	[3]	-	1	1	-	-	-	-	-	-
40 hours	95	100	91	99	99	100	86	96	100	92	100
42 hours	[3]	-	1	-	-	-	3	-	-	-	-
44 hours	1	-	3	-	-	-	8	-	-	-	-
45 hours	1	-	2	-	-	-	-	2	-	3	-
48 hours	1	-	3	-	-	-	-	3	-	5	-
50 hours	1	-	1	-	-	-	3	-	-	-	-

[1] Data relate to the predominant schedule for full-time day-shift workers in each mill.
[2] For definition of regions, see footnote 1, table B-1, appendix B.
[3] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data. Data by type of pay system did not meet publication criteria in the South and West.

Table 7. Shift differential provisions

(Percent of production workers in basic iron and steel establishments by shift differential provisions,[1] United States and regions,[2] August 1983)

Shift differential	United States			Northeast			South	North Central			West
	All establishments	Common job and pay system	Not under common job and pay system	All establishments	Common job and pay system	Not under common job and pay system	All establishments	All establishments	Common job and pay system	Not under common job and pay system	All establishments
Second shift											
Workers in establishments with second-shift provisions	99.6	100.0	99.1	100.0	100.0	100.0	97.5	100.0	100.0	100.0	100.0
With shift differential	93.1	100.0	86.6	96.5	100.0	90.0	81.2	94.8	100.0	89.9	100.0
Uniform cents per hour	92.9	100.0	86.2	96.5	100.0	90.0	81.2	94.8	100.0	89.9	96.4
10 cents	2.3	–	4.5	–	–	–	8.5	1.6	–	3.1	–
11 cents	.2	–	.5	–	–	–	–	.5	–	.9	–
15 cents	1.4	–	2.8	2.4	–	6.9	2.9	–	–	–	4.7
17 cents	.7	–	1.3	2.6	–	7.5	–	–	–	–	–
20 cents	5.7	–	11.1	1.2	–	3.3	4.8	7.1	–	13.8	16.6
21 cents	.5	–	1.1	–	–	–	–	1.1	–	2.1	–
22 cents	.3	–	.5	–	–	–	1.5	–	–	–	–
25 cents	.8	–	1.6	–	–	–	–	1.6	–	3.2	–
30 cents	79.6	100.0	60.0	86.1	100.0	60.1	62.9	83.0	100.0	66.8	70.8
33 cents	.5	–	.9	1.8	–	5.1	–	–	–	–	–
40 cents	.9	–	1.7	2.4	–	7.0	–	–	–	–	4.3
50 cents	.1	–	.2	–	–	–	.6	–	–	–	–
Other formal paid differential	.2	–	.4	–	–	–	–	–	–	–	3.6
Third shift											
Workers in establishments with third-shift provisions	98.9	100.0	97.9	99.3	100.0	98.0	96.9	100.0	100.0	100.0	93.9
With shift differential	92.7	100.0	85.7	96.5	100.0	90.0	80.6	94.8	100.0	89.9	93.9
Uniform cents per hour	92.5	100.0	85.3	96.5	100.0	90.0	80.6	94.8	100.0	89.9	90.3
15 cents	2.6	–	5.0	–	–	–	8.5	2.1	–	4.0	–
20 cents	1.1	–	2.2	2.4	–	6.9	2.9	–	–	–	–
22 cents	.7	–	1.3	2.6	–	7.5	–	–	–	–	–
25 cents	1.8	–	3.5	–	–	–	4.2	1.4	–	2.8	5.1
26 cents	.5	–	1.1	–	–	–	–	1.1	–	2.1	–
30 cents	4.9	–	9.6	1.2	–	3.3	2.1	7.3	–	14.2	10.1
38 cents	.5	–	.9	1.8	–	5.1	–	–	–	–	–
40 cents	.6	–	1.3	2.4	–	7.0	–	–	–	–	–
45 cents	79.6	100.0	60.0	86.1	100.0	60.1	62.9	83.0	100.0	66.8	70.8
50 cents	.2	–	.5	–	–	–	–	–	–	–	4.3

[1] Refers to policies of establishments currently operating late shifts or having provisions covering late shifts.

[2] For definition of regions, see footnote 1, table B-1, appendix B.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate no data. Data by type of pay system did not meet publication criteria in the South and West.

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Table 8. Shift differential practices

(Percent of production workers in basic iron and steel establishments employed on late shifts by amount of pay differential, United States and regions,[1] August 1983)

Shift differential	United States			Northeast			South	North Central			West
	All establishments	Common job and pay system	Not under common job and pay system	All establishments	Common job and pay system	Not under common job and pay system	All establishments	All establishments	Common job and pay system	Not under common job and pay system	All establishments
Second shift											
Workers employed on second shift	26.1	25.6	26.7	25.0	24.5	25.9	27.1	26.0	25.8	26.2	29.4
Receiving differential	24.7	25.6	23.8	24.0	24.5	23.1	23.0	25.1	25.8	24.3	29.4
Uniform cents per hour	24.6	25.6	23.8	24.0	24.5	23.1	23.0	25.1	25.8	24.3	28.7
10 cents	.7	–	1.4	–	–	–	2.7	.5	–	.9	–
11 cents	[2]	–	[2]	–	–	–	–	[2]	–	.1	–
15 cents	.5	–	.9	.6	–	1.8	1.2	–	–	–	1.5
17 cents	.2	–	.4	.8	–	2.2	–	–	–	–	–
20 cents	1.6	–	3.1	–	–	–	1.5	2.0	–	3.9	5.5
21 cents	.1	–	.3	–	–	–	–	.3	–	.5	–
22 cents	.1	–	.1	–	–	–	.4	–	–	–	–
25 cents	.3	–	.6	–	–	–	–	.6	–	1.2	–
30 cents	20.9	25.6	16.4	22.0	24.5	17.3	17.2	21.6	25.8	17.7	20.5
33 cents	.2	–	.3	.6	–	1.7	–	–	–	–	–
40 cents	.1	–	.2	.1	–	.2	–	–	–	–	1.3
50 cents	–	–	–	–	–	–	–	–	–	–	–
Other formal paid differential	[2]	–	.1	–	–	–	–	–	–	–	.6
Third shift											
Workers employed on third shift	20.0	19.2	20.7	17.6	16.2	20.1	23.0	20.2	20.3	20.1	19.8
Receiving differential	18.6	19.2	18.0	16.9	16.2	18.1	18.9	19.2	20.3	18.2	19.8
Uniform cents per hour	18.6	19.2	18.0	16.9	16.2	18.1	18.9	19.2	20.3	18.2	19.7
15 cents	.6	–	1.2	–	–	–	2.7	.3	–	.5	–
20 cents	.2	–	.5	.6	–	1.8	.5	–	–	–	–
22 cents	.2	–	.4	.8	–	2.2	–	–	–	–	–
25 cents	.5	–	.9	–	–	–	1.2	.3	–	.6	1.5
26 cents	.1	–	.3	–	–	–	–	.3	–	.5	–
30 cents	1.0	–	1.9	–	–	–	.7	1.7	–	3.3	–
38 cents	.1	–	.2	.5	–	1.4	–	–	–	–	–
40 cents	–	–	–	–	–	–	–	–	–	–	–
45 cents	15.8	19.2	12.6	15.0	16.2	12.7	13.9	16.7	20.3	13.3	18.2
50 cents	–	–	–	–	–	–	–	–	–	–	–

[1] For definition of regions, see footnote 1, table B-1, appendix B.
[2] Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate no data. Data by type of pay system did not meet publication criteria in the South and West.

Table 9. Paid holidays

(Percent of production workers in basic iron and steel establishments with formal provisions for paid holidays, United States and regions,[1] August 1983)

Number of paid holidays	United States			Northeast			South	North Central			West
	All establishments	Common job and pay system	Not under common job and pay system	All establishments	Common job and pay system	Not under common job and pay system	All establishments	All establishments	Common job and pay system	Not under common job and pay system	All establishments
All workers	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	99	100	98	100	100	100	100	98	100	97	100
3 days	4	–	7	3	–	10	–	5	–	10	–
8 days	5	–	10	1	–	3	11	5	–	9	5
9 days	6	5	7	13	16	7	13	1	–	2	–
10 days	66	88	44	72	80	56	46	71	90	53	47
11 days	17	6	27	8	4	17	30	14	10	17	48
12 days	1	–	2	–	–	–	–	2	–	3	–
13 days	1	–	2	3	–	8	–	1	–	2	–

[1] For definition of regions, see footnote 1, table B-1, appendix B.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate no data. Data by type of pay system did not meet publication criteria in the South and West.

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Table 10. Paid vacations

(Percent of production workers in basic iron and steel establishments with formal provisions for paid vacations after selected periods of service, United States and regions,[1] August 1983)

Vacation policy	United States			Northeast			South	North Central			West
	All establishments	Common job and pay system	Not under common job and pay system	All establishments	Common job and pay system	Not under common job and pay system	All establishments	All establishments	Common job and pay system	Not under common job and pay system	All establishments
All workers	100	100	100	100	100	100	100	100	100	100	100
Method of payment											
Workers in establishments providing paid vacations	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment	98	99	97	95	100	84	96	100	100	100	96
Percentage payment	2	1	3	5	–	16	4	–	–	–	4
Amount of vacation pay[2]											
After 1 year of service:											
Under 1 week	1	1	–	–	–	–	4	–	–	–	–
1 week	90	99	82	96	100	89	61	97	100	94	95
Over 1 and under 2 weeks	4	–	7	–	–	–	18	1	–	2	–
2 weeks	5	–	9	4	–	11	17	(3)	–	1	5
After 2 years of service:											
Under 1 week	1	1	–	–	–	–	4	–	–	–	–
1 week	87	99	76	94	100	84	57	95	100	91	78
Over 1 and under 2 weeks	4	–	8	–	–	–	20	1	–	2	–
2 weeks	7	–	14	6	–	16	20	2	–	4	22
After 3 years of service:											
1 week	37	51	24	29	39	10	9	52	60	45	31
Over 1 and under 2 weeks	1	–	2	–	–	–	–	2	–	3	–
2 weeks	60	49	71	69	61	86	86	45	40	50	69
Over 2 and under 3 weeks	1	–	2	–	–	–	5	–	–	–	–
3 weeks	1	–	1	–	–	–	–	1	–	2	–
4 weeks	(3)	–	1	1	–	4	–	–	–	–	–
After 5 years of service:											
1 week	37	51	24	29	39	10	9	52	60	45	31
Over 1 and under 2 weeks	1	–	2	–	–	–	–	2	–	3	–
2 weeks	54	49	58	65	61	74	60	45	40	50	63
Over 2 and under 3 weeks	4	–	8	2	–	7	20	–	–	–	–
3 weeks	3	–	7	2	–	5	12	1	–	2	7
4 weeks	(3)	–	1	1	–	4	–	–	–	–	–
After 8 years of service:											
1 week	37	51	24	29	39	10	9	52	60	45	31
Over 1 and under 2 weeks	1	–	2	–	–	–	–	2	–	3	–
2 weeks	50	49	50	60	61	59	48	43	40	47	59
Over 2 and under 3 weeks	4	–	7	2	–	7	17	–	–	–	–
3 weeks	8	–	15	7	–	20	23	3	–	5	8
4 weeks	1	–	1	1	–	4	–	–	–	–	2
Over 4 and under 5 weeks	1	–	1	–	–	–	3	–	–	–	–

See footnotes at end of table.

Table 10. Paid vacations—Continued

(Percent of production workers in basic iron and steel establishments with formal provisions for paid vacations after selected periods of service, United States and regions,[1] August 1983)

Vacation policy	United States			Northeast			South	North Central			West
	All establishments	Common job and pay system	Not under common job and pay system	All establishments	Common job and pay system	Not under common job and pay system	All establishments	All establishments	Common job and pay system	Not under common job and pay system	All establishments
Amount of vacation pay[2]—Continued											
After 10 years of service:											
1 week	4	–	7	3	–	10	–	5	–	10	–
Over 1 and under 2 weeks	1	1	–	–	–	–	4	–	–	–	–
2 weeks	43	62	24	35	53	–	13	58	75	41	36
3 weeks	48	37	58	61	47	86	63	34	25	43	62
Over 3 and under 4 weeks	3	–	6	–	–	–	17	–	–	–	–
4 weeks	1	–	2	–	–	–	–	2	–	3	2
Over 4 and under 5 weeks	1	–	2	–	–	–	3	1	–	2	–
5 weeks	([3])	–	1	1	–	4	–	–	–	–	–
After 12 years of service:											
1 week	4	–	7	3	–	10	–	5	–	10	–
Over 1 and under 2 weeks	1	1	–	–	–	–	4	–	–	–	–
2 weeks	41	62	21	35	53	–	5	58	75	41	36
3 weeks	48	37	58	56	47	73	71	34	25	43	54
Over 3 and under 4 weeks	4	–	8	4	–	13	17	–	–	–	–
4 weeks	1	–	3	–	–	–	–	2	–	3	10
Over 4 and under 5 weeks	1	–	2	–	–	–	3	1	–	2	–
5 weeks	([3])	–	1	1	–	4	–	–	–	–	–
After 15 years of service:											
1 week	4	–	7	3	–	10	–	5	–	10	–
Over 1 and under 2 weeks	1	1	–	–	–	–	4	–	–	–	–
2 weeks	40	62	20	35	53	–	5	57	75	39	36
3 weeks	40	37	43	52	47	62	55	26	25	28	54
Over 3 and under 4 weeks	4	–	8	3	–	8	19	–	–	–	–
4 weeks	4	–	7	2	–	5	14	–	–	–	10
Over 4 and under 5 weeks	6	–	11	4	–	11	–	9	–	18	–
5 weeks	1	–	2	1	–	4	–	2	–	3	–
Over 5 and under 6 weeks	1	–	2	–	–	–	3	1	–	2	–
After 20 years of service:											
2 weeks	5	1	8	3	–	10	4	6	–	11	5
3 weeks	44	62	26	38	53	10	13	59	75	42	31
4 weeks	38	37	39	51	47	59	52	24	25	23	58
Over 4 and under 5 weeks	7	–	13	6	–	17	4	9	–	18	–
5 weeks	5	–	11	–	–	–	24	2	–	3	6
Over 5 and under 6 weeks	1	–	2	–	–	–	3	1	–	2	–
6 weeks	([3])	–	1	1	–	4	–	–	–	–	–
After 25 years of service:											
2 weeks	1	–	1	–	–	–	–	([3])	–	1	5
Over 2 and under 3 weeks	1	1	–	–	–	–	4	–	–	–	–
3 weeks	7	–	14	3	–	10	8	9	–	18	–
4 weeks	45	64	28	42	59	10	19	57	75	40	40
Over 4 and under 5 weeks	1	–	1	2	–	5	2	–	–	–	–
5 weeks	34	35	33	47	41	59	39	23	25	21	55
Over 5 and under 6 weeks	9	–	18	4	–	11	20	9	–	18	–
6 weeks	2	–	4	1	–	4	9	–	–	–	–
Over 7 weeks	1	–	1	–	–	–	–	1	–	2	–

See footnotes at end of table.

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Table 10. Paid vacations—Continued

(Percent of production workers in basic iron and steel establishments with formal provisions for paid vacations after selected periods of service, United States and regions,[1] August 1983)

Vacation policy	United States			Northeast			South	North Central			West
	All establishments	Common job and pay system	Not under common job and pay system	All establishments	Common job and pay system	Not under common job and pay system	All establishments	All establishments	Common job and pay system	Not under common job and pay system	All establishments
Amount of vacation pay[2]—Continued											
After 30 years of service:[4]											
2 weeks	1	–	1	–	–	–	–	(3)	–	1	5
Over 2 and under 3 weeks	1	1	–	–	–	–	4	–	–	–	–
3 weeks	7	–	14	3	–	10	8	9	–	18	–
4 weeks	45	64	28	42	59	10	19	57	75	40	40
Over 4 and under 5 weeks	1	–	1	2	–	5	2	–	–	–	–
5 weeks	33	35	32	45	41	52	39	23	25	21	55
Over 5 and under 6 weeks	4	–	7	–	–	–	20	–	–	–	–
6 weeks	8	–	15	7	–	19	9	9	–	18	–
7 weeks	(3)	–	1	1	–	4	–	–	–	–	–
Over 7 weeks	1	–	1	–	–	–	–	1	–	2	–

[1] For definition of regions, see footnote 1, table B-1, appendix B.

[2] Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example, changes indicated at 8 years may include changes that occurred between 5 and 8 years. In the March 1983 agreement between the United Steelworkers of America and several major steel firms, 1 week of vacation pay was eliminated for employees eligible for at least 2 weeks in 1983. This week was restored in 1984.

[3] Less than 0.5 percent.

[4] Vacation provisions were virtually the same after longer periods of service.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate no data. Data by type of pay system did not meet publication criteria in the South and West.

Table 11. Health, insurance, and retirement plans

(Percent of production workers in basic iron and steel establishments with specified health, insurance, and retirement plans,[1] United States and regions,[2] August 1983)

Type of plan	United States			Northeast			South	North Central			West
	All establishments	Common job and pay system	Not under common job and pay system	All establishments	Common job and pay system	Not under common job and pay system	All establishments	All establishments	Common job and pay system	Not under common job and pay system	All establishments
All workers	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:											
Life insurance	100	100	100	100	100	100	100	100	100	100	100
Noncontributory plans	99	100	97	100	100	100	92	100	100	100	100
Accidental death and dismemberment insurance	49	17	80	37	24	61	59	50	14	85	69
Noncontributory plans	48	17	77	37	24	61	51	50	14	85	69
Sickness and accident insurance or sick leave or both[3]	99	100	98	100	100	100	97	100	100	100	95
Sickness and accident insurance	98	100	96	100	100	100	97	100	100	100	78
Noncontributory plans	98	100	96	100	100	100	97	100	100	100	78
Sick leave (full pay, no waiting period)	1	–	2	2	–	7	1	–	–	–	6
Sick leave (partial pay or waiting period)	1	–	3	–	..	–	5	–	–	–	11
Long-term disability insurance	9	3	15	6	6	7	12	11	–	21	–
Noncontributory plans	9	3	15	6	6	7	12	11	–	21	–
Hospitalization insurance	99	100	98	100	100	100	100	98	100	97	100
Noncontributory plans	96	100	93	100	100	100	92	95	100	91	100
Surgical insurance	99	100	98	100	100	100	100	98	100	97	100
Noncontributory plans	96	100	93	100	100	100	92	95	100	91	100
Medical insurance	99	100	98	100	100	100	100	98	100	97	100
Noncontributory plans	96	100	93	100	100	100	92	95	100	91	100
Major medical insurance	99	100	98	100	100	100	100	98	100	97	100
Noncontributory plans	96	100	93	100	100	100	92	95	100	91	100
Dental insurance	90	100	81	93	100	79	82	91	100	83	100
Noncontributory plans	90	100	81	93	100	79	82	91	100	83	100
Retirement plans[4]	99	100	97	100	100	100	97	100	100	99	91
Pensions	97	100	95	100	100	100	90	100	100	99	91
Noncontributory plans	97	100	95	100	100	100	90	100	100	99	91
Severance pay	6	1	11	3	4	–	6	9	–	18	–

[1] Includes those plans for which the employer pays at least part of the cost and excludes legally required plans such as workers' compensation and social security; however, plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or employees receive benefits over legal requirements. "Noncontributory plans" include only those plans financed entirely by the employer.

[2] For definition of regions, see footnote 1, table B-1, appendix B.

[3] Unduplicated total of workers receiving sickness and accident insurance and sick leave shown separately.

[4] Unduplicated total of workers covered by pension plans and severance pay shown separately.

NOTE: Dashes indicate no data. Data by type of pay system did not meet publication criteria in the South and West.

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Table 12. Other selected benefits

(Percent of production workers in basic iron and steel establishments with formal provisions for selected benefits,[1] United States and regions,[2] August 1983)

Benefit	United States			Northeast			South	North Central			West
	All establishments	Common job and pay system	Not under common job and pay system	All establishments	Common job and pay system	Not under common job and pay system	All establishments	All establishments	Common job and pay system	Not under common job and pay system	All establishments
Workers in establishments with provisions for:											
Funeral leave	99	100	99	100	100	100	98	100	100	100	96
Jury-duty leave	100	100	100	100	100	100	100	100	100	100	100
Technological severance pay	87	99	76	88	100	65	67	95	97	93	79
Cost-of-living adjustments	85	100	70	91	100	73	67	89	100	78	81
Standard industry plan[3]	72	100	45	87	100	61	62	72	100	45	37
Other plan	13	-	25	4	-	12	5	17	-	33	44
Supplemental unemployment benefits	85	100	71	91	100	73	65	91	100	83	71
Earnings protection plan	77	99	55	86	96	67	68	79	100	60	36
Vacation bonus	82	96	68	87	93	73	68	85	97	73	83
Extended vacation plans	76	96	57	89	93	79	65	79	97	62	36

[1] For definition of items, see appendix B.

[2] For definition of regions, see footnote 1, table B-1, appendix B.

[3] Plan provides for a 1 cent-per-hour rise for each 0.3 point change in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) after the index reaches a level specified in the March 1983 union agreement between the United Steelworkers of America and several steel companies. These workers did not receive an adjustment on August 1, 1984—the first scheduled adjustment date under this provision—because the CPI-W did not increase by the required amount.

NOTE: Dashes indicate no data. Data by type of pay system did not meet publication criteria in the South and West.

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Appendix A. Common Job Evaluation and Pay System Schedule

Table A-1. Hourly wage schedule of production and related workers in basic iron and steel mills with the common job evaluation and pay system, 1978-1984

Job class	February 1978			August 1983			February 1984		
	Basic wage scale	Incentive		Basic wage scale	Incentive		Basic wage scale	Incentive	
		Calculation rate	Hourly additive		Calculation rate	Hourly additive		Calculation rate	Hourly additive
1 and 2	$6.705	$3.700	$3.005	$9.495	$3.975	$5.520	$9.895	$4.175	$5.720
3	6.816	3.783	3.033	9.642	4.094	5.548	10.042	4.294	5.748
4	6.927	3.866	3.061	9.789	4.213	5.576	10.189	4.413	5.776
5	7.038	3.949	3.089	9.936	4.332	5.604	10.336	4.532	5.804
6	7.149	4.032	3.117	10.083	4.451	5.632	10.483	4.651	5.832
7	7.260	4.115	3.145	10.230	4.570	5.660	10.630	4.770	5.860
8	7.371	4.198	3.173	10.377	4.689	5.688	10.777	4.889	5.888
9	7.482	4.281	3.201	10.524	4.808	5.716	10.924	5.008	5.916
10	7.593	4.364	3.229	10.671	4.927	5.744	11.071	5.127	5.944
11	7.704	4.447	3.257	10.818	5.046	5.772	11.218	5.246	5.972
12	7.815	4.530	3.285	10.965	5.165	5.800	11.365	5.365	6.000
13	7.926	4.613	3.313	11.112	5.284	5.828	11.512	5.484	6.028
14	8.037	4.696	3.341	11.259	5.403	5.856	11.659	5.603	6.056
15	8.148	4.779	3.369	11.406	5.522	5.884	11.806	5.722	6.084
16	8.259	4.862	3.397	11.553	5.641	5.912	11.953	5.841	6.112
17	8.370	4.945	3.425	11.700	5.760	5.940	12.100	5.960	6.140
18	8.481	5.028	3.453	11.847	5.879	5.968	12.247	6.079	6.168
19	8.592	5.111	3.481	11.994	5.998	5.996	12.394	6.198	6.196
20	8.703	5.194	3.509	12.141	6.117	6.024	12.541	6.317	6.224
21	8.814	5.277	3.537	12.288	6.236	6.052	12.688	6.436	6.252
22	8.925	5.360	3.565	12.435	6.355	6.080	12.835	6.555	6.280
23	9.036	5.443	3.593	12.582	6.474	6.108	12.982	6.674	6.308
24	9.147	5.526	3.621	12.729	6.593	6.136	13.129	6.793	6.336
25	9.258	5.609	3.649	12.876	6.712	6.164	13.276	6.912	6.364
26	9.369	5.692	3.677	13.023	6.831	6.192	13.423	7.031	6.392
27	9.480	5.775	3.705	13.170	6.950	6.220	13.570	7.150	6.420
28	9.591	5.858	3.733	13.317	7.069	6.248	13.717	7.269	6.448
29	9.702	5.941	3.761	13.464	7.188	6.276	13.864	7.388	6.476
30	9.813	6.024	3.789	13.611	7.307	6.304	14.011	7.507	6.504
31	9.924	6.107	3.817	13.758	7.426	6.332	14.158	7.626	6.532
32	10.035	6.190	3.845	13.905	7.545	6.360	14.305	7.745	6.560
33	10.146	6.273	3.873	14.052	7.664	6.388	14.452	7.864	6.588
34	10.257	6.356	3.901	14.199	7.783	6.416	14.599	7.983	6.616

NOTE: Straight-time pay for incentive workers is computed by applying a percentage, usually based on a group production bonus, to the "calculation rate" before combining with the "hourly additive."

Appendix B. Scope and Method of Survey

Scope of survey

The survey included establishments employing 100 workers or more and engaged primarily in manufacturing steel products classified in the following industries as defined in the 1972 *Standard Industrial Classification Manual* (SIC) prepared by the U.S. Office of Management and Budget: (1) Blast furnaces (excluding merchant coke ovens), steelworks, and rolling mills (part of SIC 3312); (2) steel wire drawing and steel nails and spikes (SIC 3315); (3) cold rolled steel sheet, strip, and bars (SIC 3316); and (4) steel pipe and tubes (SIC 3317). Excluded from the survey were merchant coke ovens (part of SIC 3312), electrometallurgical products (SIC 3313), establishments producing steel solely for use by a parent company not classified in the steel industry, and separate auxiliary units such as central offices and warehouses.

Mills studied were selected from those employing 100 workers or more at the time of reference of the data used in compiling the universe lists. Table B-1 shows the number of mills and workers estimated to be within the scope of the survey, as well as the number actually studied by the Bureau.

Method of study

Data were obtained by personal visits of the Bureau's field representatives to a probability-based sample of mills within the scope of the survey. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small mills was studied. In combining the data, each establishment was given an appropriate weight. All estimates are presented, therefore, as relating to all mills in the industry, excluding only those below the minimum size at the time of reference of the universe data.

Establishment definition

A mill (establisment) is defined for this study as a single physical location where industrial operations are performed. A mill is not necessarily identical with a company, which may consist of one mill or more. The terms "establishment" and "mill" have been used interchangeably in this bulletin.

Employment

Estimates of the number of workers within the scope of the study are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The number of workers in selected occupations represent full-time equivalents in the task during the payroll period studied.

Production workers

The terms "production workers" and "production and related workers," used interchangeably in this bulletin, include working supervisors and all nonsupervisory workers engaged in nonoffice activities. Administrative, executive, professional, and technical personnel, and force-account construction employees, who are used as a separate work force on the firm's own properties, are excluded.

Occupational classification

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and interarea variations in duties within the same job. (See appendix C for these descriptions.) The criteria for selection of the occupations were: The number of workers in the occupation; the usefulness of the data in collective bargaining; and appropriate representation of the entire job scale in the industry. Working supervisors, apprentices, learners, beginners, trainees, and handicapped, part-time, temporary, and probationary workers were not reported in the data for selected occupations but were included in the data for all production workers.

Wage data

Information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those resulting from piecework or production bonus systems, and cost-of-living bonuses were included as part of the workers' regular pay. Nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded.

Average (mean) hourly earnings for production workers shown in tables 1 and 2 were calculated in two stages when hourly rates were not reported for individual workers, for example incentive workers. First, average hourly rates for individual workers were calculated by dividing total earnings (excluding premiums for overtime and for work on late shifts, weekends, and holidays) for the payroll period by the number of hours

Table B-1. Estimated number of establishments and employees within scope of survey and number studied, basic iron and steel establishments, August 1983

Region[1]	Number of establishments[2]		Workers in establishments		
	Within scope of study	Actually studied	Within scope of study		Total actually studied[3]
			Total[4]	Production workers	
United States	251	93	246,414	184,078	174,897
Northeast	82	32	66,342	48,388	50,671
South	67	21	43,323	32,265	29,701
North Central	81	30	122,639	92,848	85,384
West	21	10	14,110	10,577	9,141

[1] The regions are defined as follows: *Northeast*—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; *South*—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; *North Central*—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and *West*—Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming. Alaska and Hawaii were not included in the study.

[2] Includes only those establishments with 100 workers or more at the time of reference of the universe data.

[3] Data relate to the total employment in the establishments actually visited.

[4] Includes executive, professional, office and other workers in addition to the production worker category shown separately.

paid for. Second, average straight-time hourly earnings were then obtained by summing these individual hourly earnings (appropriately weighted by employment) and dividing by the total number of workers.

A different method, however, was used in calculating average hourly earnings in individual occupations. Because employees in mills using the common job evaluation system frequently work on a variety of tasks in a payroll period, one employee may be paid several different rates. To facilitate data collection and not overstate the number of job incumbents, wages paid for specific tasks were developed by grouping earnings data for individual occupations according to task rather than job classification. Within each establisment, the aggregate earnings and hours involved with the same occupation, job class, and method of wage payment (for example, door-machine operators, grade 11, incentive) were used to compute an average hourly pay rate. The aggregate hours were converted to an equivalent number of workers (a full-time equivalent concept) which was then used to produce surveywide estimates on employments in the jobs and worker weighted averages (means). In mills not using the common job evaluation system, workers were matched into the job category which determined their highest wage rate. For these workers, the wage rate was calculated by dividing straight-time wages paid for all tasks during the payroll period by the hours to which the earnings corresponded.

The *median* designates position; that is, one-half of the employees received more than this rate and one-half received less. The *middle range* is defined by two rates of pay such that one-fourth of the employees earned less than the lower of these rates and one-fourth earned more than the higher rate.

Size of community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan areas," as used in this bulletin, refers to the Standard Metropolitan Statistical Areas as defined by the U.S. Department of Commerce through October 1979. Except in New England, a Standard Metropolitan Statistical Area is defined as a county or group of contiguous counties which contains at least one city of 50,000 inhabitants or more. Counties contiguous to the one containing such a city are included in a Standard Metropolitan Statistical Area if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, where the city and town are administratively more important than the county, they are the units used in defining Standard Metropolitan Statistical Areas.

Labor-management agreements

Separate wage data are presented, where possible, for mills that had (1) a majority of the production workers covered by labor-management contracts, and (2) none or a minority of the production workers covered by labor-management contracts.

Scheduled weekly hours

Data on weekly hours refer to the predominant work schedule for full-time production workers employed on the day shift.

Shift provisions and practices

Shift provisions relate to the policies of mills either currently operating late shifts or having formal provisions covering late-shift work. Practices relate to workers employed on late shifts at the time of the survey.

Establishment practices and supplementary wage provisions

Supplementary benefits in an establishment were considered applicable to all production workers if they ap-

plied to half or more of such workers in the establishment. Similarly, if fewer than half of the workers were covered, the benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

Paid holidays. Paid holiday provisions relate to full-day and half-day holidays provided annually.

Paid vacations. The summary of vacation plans is limited to formal arrangements and exclude informal plans whereby time off with pay is granted at the discretion of the employer or supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented represent the most common practices, but they do not necessarily reflect individual establishment provisions for progression. For example, changes in proportions indicated at 8 years of service may include changes which occurred between 5 and 8 years.

Health, insurance, and retirement plans. Data are presented for health, insurance, pension, and retirement severance plans for which the employer pays all or a part of the cost, excluding programs required by law such as workers' compensation and social security. Among plans included are those underwritten by a commercial insurance company and those paid directly by the employer from current operating funds or from a fund set aside for this purpose.

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least a part of the cost. However, in New York and New Jersey, where temporary disability insurance laws require employer contributions,[1] plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employees with benefits which exceed the requirements of the law.

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided for (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

Long-term disability insurance plans provide payments to totally disabled employees upon the expiration of sick leave, sickness and accident insurance, or both, or after a specified period of disability (typically 6 months). Payments are made until the end of disability, a maximum age, or eligibility for retirement benefits. Payments may be full or partial, but are almost always reduced by social security, workers' compensation, and private pension benefits payable to the disabled employee.

Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans may be underwritten by a commercial insurance company or a nonprofit organization, or they may be a form of self-insurance.

Major medical insurance, sometimes referred to as extended medical or catastrophe insurance, includes plans designed to cover employees for sickness or injury involving an expense which exceeds the normal coverage of hospitalization, medical, and surgical plans.

Dental insurance, for purposes of this survey, covers routine dental work such as fillings, extractions, and X-rays. Excluded are plans which cover only oral surgery or accidental injury.

Tabulations of retirement pensions are limited to plans which provide regular payments for the remainder of the retiree's life. Data are presented separately for retirement severance pay (one payment or several over a specified period of time) made to employees on retirement. Establishments providing both retirement severance payments and retirement pensions to employees were considered as having both retirement pensions and retirement severance plans; however, establishments having optional plans providing employees a choice of either retirement severance payments or pensions were considered as having only retirement pension benefits.

Paid funeral and jury-duty leave. Data for paid funeral and jury-duty leave relate to formal plans which provide at least partial payment for time lost as a result of attending funerals of specified family members or serving as a juror.

Technological severance pay. Data relate to formal plans providing for payments to employees permanently separated from the company because of a technological change or plant closing.

Cost-of-living adjustments. Data relate to formal plans providing for adjustments to wages in keeping with changes in the BLS Consumer Price Index or some other measure.

Supplemental unemployment benefits. Data relate to formal plans for supplementing benefits paid under State unemployment insurance systems.

Earnings protection plans. Data relate to formal provisions that provide pay designated to protect the level

[1] The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

of earnings of workers assigned to lower paying jobs due to technological change.

Vacation bonuses. Data relate to formal provisions that provide employees with vacation bonuses in addition to regular pay. Such plans are often designed to encourage taking of vacations at certain periods of the year and, therefore, pay more to employees who take their vacations at those times.

Extended vacation plans. Data relate to formal arrangements providing additional vacations at specific intervals, typically every fifth year. The amount of additional vacation normally varies by seniority.

Appendix C. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field representatives in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those used in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field representatives were instructed to exclude working supervisors, apprentices, learners, beginners, trainees, and handicapped, temporary, and probationary workers.

The titles and 4-digit codes below the job titles in this appendix are taken from the 1980 edition of the *Standard Occupational Classfication Manual* (SOC), issued by the U.S. Department of Commerce, Office of Federal Statistical Policy and Standards.

In general, the Bureau of Labor Statistics' occupational descriptions are much more specific than those found in the SOC manual. For example, seven BLS occupations fall under one SOC category: Rolling machine operators and tenders (7516). Thus, in comparing the results of this survey with other sources, differences in occupational definitions should be taken into consideration.

The sources for the descriptions of occupations selected for separate study were those used in establishments that have adopted the industry's common job evaluation system. The Bureau also used these descriptions to classify workers in other establishments. The alphabetical and numerical code next to the job titles is the job code in establishments that use the common job evaluation system; it is not relevant in other establishments. Jobs under "Selected Departments or Works" are limited to the indicated departments and those under "All Departments" were studied wherever they were found in the establishment.

Part I. Selected Departments or Works

Coke Works and Byproducts

Door-machine operator AA-03050

(SOC 7529: Miscellaneous metalworking and plastic working machine operators)

Operates door machine to remove and replace coke oven doors.

Heater AA-01800

(SOC 7675: Furnace, kiln, and oven operators and tenders)

Operates coke oven batteries to produce coke from coal by directing and controlling heating.

Larryman AA-01970

(SOC 8318: Industrial truck and tractor equipment operators)

Operates larry car to charge material into coke oven. May operate skip hoists, scales, record data, etc.

Lidman AA-02020

(SOC 8618: Helpers; machine operators and tenders, assorted materials)

Removes and replaces coke oven lids in the preparation of the ovens for pushing and charging.

Pusher-operator AA-03750

(SOC 7529: Miscellaneous metalworking and plastic working machine operators)

Operates pusher machine to push coke from ovens and to level coal charge.

Wharfman AA-06150

(SOC 8726: Freight, stock, and material movers, not elsewhere classified)

Operates wharf gates to feed coke onto cars or belts. Quenches hot spots in coke.

Blast Furnaces

Keeper AB-01940

(SOC 7759: Miscellaneous handworking occupations)

Directs and performs work to prepare for casting and flushing a blast furnace.

Keeper helper AB-01945

(SOC 862: Helpers; fabricators and inspectors)

Assists with the blast furnace operations by repairing and maintaining iron runners, gates, and spouts.

Larryman AB-01970

(SOC 8318: Industrial truck and tractor equipment operators)

Loads and operates larry car supplying material to blast furnaces. May operate skip hoists, scales, record data, etc.

Stock unloader AB-06030

(SOC 8726: Freight, stock, and material movers, not elsewhere classified)

Unloads materials or products from railroad cars, truck, barges, or boats. May use auxiliary equipment, such as vibrators, spuds, conveyors, pumps, etc.

Electric Furnaces

First helpers AE-01830

(SOC 7544: Heating equipment operators and tenders)

Operates electric arc furnace to produce steel.

Basic Oxygen Furnaces

Furnace operator AJ-03500

(SOC 7544: Heating equipment operators and tenders)

Operates oxygen furnace to produce steel.

Furnaceman, first AJ-01630

(SOC 7544: Heating equipment operators and tenders)

Signals oxygen furnace operator in positioning furnace for charging, slag-off, tapping, and securing tests.

Ladle craneman AJ-00940

(SOC 8315: Crane and tower operators)

Operates an overhead traveling ladle crane in transporting molten metal for teeming ingots.

Ladle liner AJ-02040

(SOC 6179: Mechanics and repairers, not elsewhere classified)

Lines and relines ladles used in basic oxygen furnaces.

Steel pourer, first AJ-04550

(SOC 7759: Miscellaneous handworking occupations)

Pours or directs the pouring of steel into ingot moulds.

Utilities attendent AJ-06650

(SOC 614: Machinery maintenance occupations)

Directs and operates Q-BOP gas cleaning, water pumping, and cooling facilities.

Bloom, Slab, and Billet Mills

Blooming mill roller AG-04960

(SOC 7516: Rolling machine operators and tenders)

Rolls or directs the rolling and processing of ingots into slabs and blooms; dismantles, adjusts, and maintains mill and processing equipment.

Hooker AH-01860

(SOC 8319: Miscellaneous material moving equipment operators)

Performs crane hooking, following, and unhooking.

Pit recorder AG-04750

(SOC 4752: Production and planning clerks)

Maintains records of all steel charged into and drawn from soaking pits.

Scarfer AH-05080

(SOC 7759: Miscellaneous handworking occupations)

Burns out defects on billets, slabs, and blooms with hand scarfing torch. Checks and marks surface defects.

Soaking-pit craneman AG-00990

(SOC 8315: Crane and tower operators)

Operates overhead crane in charging and drawing ingots at soaking pits.

Soaking-pit heater AG-01800

(SOC 7544: Heating equipment operators and tenders)

Heats ingots to specified temperatures by controlling a furnace in a soaking pit.

Continuous Casting Mills

Continuous billet or slab caster AK-00500

(SOC 7342: Molding and casting machine operators)

Directs and works with casting crew in the operation of a multistrand billet casting machine (billet caster) or a single-strand slab casting machine (slab caster).

Ladle and metal transfer controlman AK-06620

(SOC 8319: Miscellaneous material moving equipment operators)

Controls the flow of molten metal from ladle to tundish (ladle controlman) or controls molten flow from tundish to continous casting process (metal transfer controlman).

Run out operator AK-06630

(SOC 7516: Rolling machine operators and tenders)

Sets up and operates straightening rolls and cutoff unit to cut billets to specified lengths.

Strand caster AK-06610

(SOC 7342: Molding and casting machine operators)

Sets up and operates a single strand on a multistrand

billet casting machine to cast molten steel into desired shape.

Continuous Hot-Strip Mills

Coil bander BA-00190

(SOC 7516: Rolling machine operators and tenders)

Wire-ties or bands coils from discharge end of coiling machine on continuous hot-strip mill.

Coiler BA-00780

(SOC 7516: Rolling machine operators and tenders)

Operates controls to coil hot strip and operates piling mechanism in piling flats.

Rougher BA-04990

(SOC 7516: Rolling machine operators and tenders)

Directs and assists in setting up and operating a roughing roll train in breaking down slabs prior to delivery to finishing roll train.

Strip-mill craneman BA-00970

(SOC 8315: Crane and tower operators)

Operates electric overhead traveling crane to provide service for mill crews, maintenance crews, finishing department, and service shops in such work as changing of rolls, removal of cobbles, and handling of machines, equipment parts, and construction material in maintenance, installation, and repair. This excludes cranes on which product handling is the predominant work.

Tractor operator BD-04170

(SOC 8318: Industrial truck and tractor equipment operators)

Operates a 3- or 4-wheel tractor equipped with fork, bucket, ram, blade, winch, underslung cradle, or other attachments to transport or tow trailers, tools, material, or equipment.

Cold Strip and Sheet Mills

Assistant tandem mill roller BD-04970

(SOC 8611: Helpers; metalworking and plastic working machine operators and tenders)

Assists roller in the direction and rolling of cold steel by maintaining proper speed, uniform gauge, and shape at end of cold reducing mill.

Coil feeder BF-01450

(SOC 7514: Punching and shearing-machine operators and tenders)

Charges coils and operates the uncoiler processor unit during the shearing operation on flying shears.

Continuous annealing line operator BE-03310

(SOC 7544: Heating equipment operators and tenders)

Operates a continuous annealing line in annealing alloy or carbon steel strip.

Strip inspector BF-01910

(SOC 6881: Precision inspector, tester, and related workers)

Checks thickness, width, length, camber, flatness, surface defects, edge defects, etc., on all material uncoiled and recoiled on the coil house units and makes disposition of material.

Tandem mill roller BD-04960

(SOC 7516: Rolling machine operators and tenders)

Rolls or directs the rolling and processing of steel to specification.

Tube Finishing

Cut-off machine operator FH-03010

(SOC 7514: Punching and shearing-machine operators and tenders)

Operates lathe or roll-type machine to cut off, chamfer, trim, bevel, or cut to length.

Straightener FH-05610

(SOC 7516: Rolling machine operators and tenders)

Sets up and operates straightening machine and makes necessary machine adjustments to properly straighten pipe.

Rod and Wire Mills

Wire drawer (continuous machine) GA-01150

(SOC 7515: Extruding and drawing machine operators and tenders)

Operates one or more continuous wire-drawing machines to draw wire.

Part II. All Works or Departments

Maintenance

Automobile repairman 04860

(SOC 6111: Automobile mechanics)

Makes all necessary repairs, adjustments, and installations to all trucks and other gasoline-powered equipment used throughout the plant.

Boilermaker 02140

(SOC 6814: Boilermakers)

Lays out, fabricates, assembles, erects, or makes repairs for all types of structural, boiler, and plate work.

Bricklayer 00360

(SOC 6412: Brickmasons)

Lays brick and performs masonry work in plant maintenance and construction.

Carpenter 00470

(SOC 6422: Carpenters)

Performs any type of carpentry work in the maintenance and construction of mill and office buildings and equipment.

Electrician (shop) 01300

(SOC 6432: Electricians)

Inspects, tests, dismantles, and makes mechanical and electrical repairs to all types of electrical equipment within the plant.

Electrician (wireman) 01310

(SOC 6153: Electrical and electronic repairers, commercial and industrial equipment)

Works on high tension lines which are 440 volts or more. May also inspect, repair, install, and wire electrical apparatus, devices, and circuits of other voltages.

Electronic repairman 06600

(SOC 6153: Electrical and electronic repairers, commercial and industrial equipment)

Installs, repairs, constructs, adjusts, modifies, and services all types of electronic equipment.

Instrument repairman 04840

(SOC 6159: Miscellaneous electrical and electronic equipment repairers)

Installs, repairs, calibrates, tests, and adjusts any type of integrating, indicating, or graphic electrical or mechanical instrument.

Machinist 02100

(SOC 6813: Machinists)

Sets up and operates all types of machine tools and performs all types of layout, fitting, and assembly work.

Millwright 02530

(SOC 6178: Millwrights)

Inspects, repairs, replaces, installs, adjusts, and maintains all mechanical equipment in major producing departments or in an assigned area.

Millwright helper 02535

(SOC 8637: Helpers; miscellaneous mechanics and repairers)

Assists millwright in inspecting, repairing, replacing, installing, adjusting, and maintaining all mechanical equipment in major producing departments or in an assigned area.

Mobile equipment mechanic 06660

(SOC 6112: Bus and truck engine, and diesel engine mechanics)

Inspects, tests, adjusts, dismantles, and replaces unit assemblies or parts; makes complete repairs to gasoline, electric, and diesel-powered equipment.

Motor inspector 01900

(SOC 6152: Electric motor transformer and related repairers)

Inspects, repairs, replaces, installs, adjusts, and maintains electrical motors and related controls within the plant or in designated areas.

Painter 04330

(SOC 6442: Painters (construction and maintenance))

Performs interior and exterior hand and spray painting for the maintenance and construction of mill and office buildings and equipment.

Pipefitter 01570

(SOC 645: Plumbers, pipefitters, and steamfitters)

Lays out, installs, maintains, and repairs all types of pipelines, fittings, and fixtures in plant maintenance and construction.

Rigger 04930

(SOC 6177: Riggers)

Dismantles, erects, and moves all types of heavy equipment and structures in plant maintenance and construction.

Roll turner 06010

(SOC 7631: Lathe and turning machine operators and tenders) Operates roll lathe for turning all types of new and used iron, steel, and alloy rolls to finished size, contour, and surface for rolling any shape or flat section.

Welder 06120

(SOC 7714: Welders and cutters)

Performs all kinds of welding, brazing, and cutting on any type of metal.

General Labor

Janitor 01930

(SOC 5244: Janitors and cleaners)

Cleans offices, wash houses, sanitary stations, etc.

Laborer 01950

(SOC 8769: Manual occupations, not elsewhere classified)

Performs general laborer work in or about the plant.

Transportation and Yard

Locomotive craneman 00930

(SOC 8315: Crane and tower operators)

Operates any type of mobile crane to handle or transport tools, materials, or equipment.

Locomotive engineer (general) 01350

(SOC 8232: Locomotive operating occupations)

Operates a standard gauge diesel electric locomotive in general plant switching to move freight cars on sidings in the plant and on various tracks in the plant area.

Industry Wage Survey Bulletins

The most recent reports providing occupational wage data for industries currently included in the Bureau's program of industry wage surveys are listed below. Copies are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from any of its regional offices, and from the regional offices of the Bureau of Labor Statistics shown on the inside back cover. Bulletins that are out of stock are available for reference at leading public, college, or university libraries, or at the Bureau's Washington or regional sales offices.

Manufacturing

Basic Iron and Steel, 1983. BLS Bulletin 2221
Cigarette Manufacturing, 1981. BLS Bulletin 2132
Corrugated and Solid Fiber Boxes, 1981. BLS Bulletin 2138
Drug Manufacturing, 1978. BLS Bulletin 2077
Fabricated Structural Metals, 1979. BLS Bulletin 2094
Grain Mill Products, 1982. BLS Bulletin 2207
Hosiery Manufacturing, 1981. BLS Bulletin 2151
Industrial Chemicals, 1981. BLS Bulletin 2136
Iron and Steel Foundries, 1979. BLS Bulletin 2085
Machinery Manufacturing, 1981. BLS Bulletin 2124
Meat Products, 1979. BLS Bulletin 2082
Men's and Boys' Shirts and Nightwear, 1981. BLS Bulletin 2131
Men's and Boys' Suits and Coats, 1979. BLS Bulletin 2073
Men's and Women's Footwear, 1980. BLS Bulletin 2118
Millwork, 1979. BLS Bulletin 2083
Miscellaneous Plastics Products, 1979. BLS Bulletin 2103
Motor Vehicles and Parts, 1973-74. BLS Bulletin 1912
Nonferrous Metals, 1981. BLS Bulletin 2167
Petroleum Refining, 1981. BLS Bulletin 2143
Pressed or Blown Glass and Glassware, 1980. BLS Bulletin 2109
Pulp, Paper, and Paperboard Mills, 1982. BLS Bulletin 2180
Semiconductors, 1977. BLS Bulletin 2021
Shipbuilding and Repairing, 1981. BLS Bulletin 2161
Structural Clay Products, 1980. BLS Bulletin 2139
Synthetic Fibers, 1981. BLS Bulletin 2150
Textile Mills and Textile Dyeing and Finishing Plants, 1980. BLS Bulletin 2122
Women's and Misses' Dresses, 1982. BLS Bulletin 2187
Wood Household Furniture, 1979. BLS Bulletin 2087

Nonmanufacturing

Appliance Repair Shops, 1981. BLS Bulletin 2177
Auto Dealer Repair Shops, 1982. BLS Bulletin 2198
Banking, 1980. BLS Bulletin 2099
Bituminous Coal Mining, 1982. BLS Bulletin 2185
Certificated Air Carriers, 1980. BLS Bulletin 2129
Communications, 1981. BLS Bulletin 2188
Computer and Data Processing Services, 1982. BLS Bulletin 2184
Contract Cleaning Services, 1981. BLS Bulletin 2152
Contract Construction, 1973. BLS Bulletin 1911
Department Stores, 1981. BLS Bulletin 2147
Electric and Gas Utilities, 1982. BLS Bulletin 2218
Hospitals, 1981. BLS Bulletin 2204
Hotels and Motels, 1978. BLS Bulletin 2055
Life Insurance, 1980. BLS Bulletin 2119
Metal Mining, 1977. BLS Bulletin 2017
Nursing and Personal Care Facilities, 1981. BLS Bulletin 2142
Oil and Gas Extraction, 1982. BLS Bulletin 2193
Savings and Loan Associations, 1980. BLS Bulletin 2106

Employee Benefits in Medium and Large Firms

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Bulletin 2213

The Bureau of Labor Statistics issues its 1983 bulletin on employee benefits in medium and large firms. This survey is the fifth in an annual series.

Data available

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- Major benefits in medium and large firms, nationwide.
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Source of data

- Sample of about 1,500 establishments in a cross-section of the Nation's private industries, primarily by personal interview.

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